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COMMITTEE ON THE ELIMINATION OF
DISCRIMINATION AGAINST WOMEN

CONSIDERATION OF REPORTS SUBMITTED BY STATES PARTIES UNDER ARTICLE 18 OF THE CONVENTION ON THE ELIMINATION OF ALL FORMS OF DISCRIMINATION AGAINST WOMEN

Second and third reports of States parties*

INDONESIA**

* The present report is being issued as received, without formal editing.

** For the initial report submitted by the Government of Indonesia, see CEDAW/C/5/Add.36/Rev.1; for its consideration by the Committee, see CEDAW/C/SR.110 and CEDAW/C/SR.113 and Official Records of the General Assembly, Forty-third Session, Supplement No. 38 (A/43/38), paras. 290-340.

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PART I

GENERAL FRAMEWORK

A. Geographical & Population Background

Indonesia is located in Southeast Asia, between the Asian Continent in the North, and the Australian Continent in the South, with its territory extending over 5.000 kilometers from East to West and 1.750 kilometers from North to South. Situated along the equator, Indonesia is the world's largest archipelago, stretching from 94^{o} - 45' to 141^{o} - 05' East longitude in the West and the South bordered by the Indian Ocean and in the North by the South China Sea.

The Indonesian archipelago consists of 17.508 islands, of which some 6.000 are inhabited. The major islands are Kalimantan with its Indonesian area of about 539.460 sq.km; Sumatera, with 473.605 sq.km; Irian Jaya, with 421.981 sq.km; Sulawesi, with 189.216 sq.km; Java including Madura island, with a land area of about 132.187 sq.km. About half of Indonesia is forested and much of it is mountainous and volcanic.

Jakarta, on the island of Java is the capital of the Republic of Indonesia, with a population of about 12 million people, out of the total population of about 195.283.200 (1990 Population Census). In fact, the Island of Java accomodates about 60% of the whole Indonesian population. As it is the capital and the central business district of Indonesia, urbanization is one of the obvious problems encountered in the city. The human settlement of the island, is therefore unevenly distributed, and becomes one of the Indonesian government's problems. The population density of the island of Java is 814 per sq.km, while at the same time the population densities of the other islands are much lower, varying between 51 and 77 per sq.km.

The country acquired independence on 17 August 1945, after being colonialized by the Dutch back from the 16th century for about 300 years, and by the Japanese for about 3 years. After 50 years of independence, one could say that Indonesia is considered to be one of the fastest growing developing countries in Asia, and before long it may gain a new status as a developed country.

Of the total of 195.283.200 population, 50.3% consists of women as the Indonesian women live longer than the men, with a life expectancy of 64 years for women and 60 for males. Actually the population of Indonesia is the fourth largest in the world after the People's Republic of China, India and the United States of America. Compared to the 1980 population which was 147.490.298, the annual rate of growth during the decade was 1.34%. This annual rate of growth is lower than the one of the later part of the decade, which was 2.32%.

The population is multi-ethnic, multi-cultural, multi linguistic and multi-religious, with Islam as the largest religion upheld by the Indonesians. Although Indonesia has about 250 different ethnic languages, the Indonesian language is the national language used across the 27 provincies. Table 1 show population by age group, urban/rural and sex.

B. Political Framework

Indonesia has achieved independence on 17 August 1945. It is a Republic with President Soeharto as the present head of government. The President and the Vice President are elected five-yearly by the highest institution in Indonesia, the People's Consultative Assembly. The members of the People's Consultative Assembly consist of members of parliament, provincial appointees and other appointees from different institutions.

The President is assisted by 38 Ministers holding different Departments in the Cabinet. The present Cabinet is called the VIth Development Cabinet, among which two Ministers are women, namely the Minister of State for the Role of Women and the Minister of Social Affairs.

The power of the Government to make laws is a joint cooperation with Parliament. Apart from the 38 Ministers, the Executive is also assisted by the Supreme Advisory Council which is responsible for providing advices needed by the President.

There is a Supreme Court for the Republic of Indonesia to hear and determine any civil or criminal proceeding under any law other than a disciplinary law and such jurisdiction and powers as may be conferred upon it by the constitution or any other law.

The Republic of Indonesia is a member of the Association of South East Asian Nations (ASEAN). Apart from that it is a member of the United Nations and has once served as the head of the Non-aligned Movement (1992-1995).

C. Economic Framework

Indonesia entered the eighties with severe economic setbacks: balance of payments disequilibrium, soaring unemployment, rapid inflation, acute foreign exchange shortages due to the global economic crises, high and rising debt services, low savings, and low investment. In an effort to solve the basic problem of economic stagnation, the Government embarked from 1983 on a stabilization and structural adjustment programme, which was subsequently accompanied by a revision of the tax structure, introduction of a new package of export incentives and new policies to attract investment and transfer of technology (deregulation and debureaucratization). Since 1983, policies laid

great emphasis to supply side economics especially to boost performance, more specifically that of the agricultural sector.

Now, Indonesia has enjoyed a satisfactory high economic growth, with per capita income of US $ 920 (Nine hundred twenty dollars).

The economy of Indonesia is at present dominated by 4 main sectors:

- Agriculture
- Manufacturing
- Tourism
- Service sectors.

The agricultural sector is the locomotive force in the Indonesian economy today which enabled Indonesia to achieve self-sufficiency in rice production in 1992. The manufacturing and tourism sectors as the second and third largest sectors. Particularly the Service sector i.e. tourism has only emerged in the last few years. The service sector encompasses an extensive range of subsectors, inclusive of transport and distribution, hotels and restaurants, management, consultancy, banking, insurance, accounting, computer, engineering and architecture, government and other services.

D. The Women's Movement

By virtue of its ethnic and traditional societal patterns, women have been subjected to male authority, but up to date women's participation in society and national development has increased significantly from the 1970s.

Table 3 on sex composition of the employed Labour Force of 1980 and 1990 shows that participation of women in different

sectors has increased importantly, however, employment of women is mostly found at traditionally stereotyped sectors such as agriculture and services. Moreover, most of the employment opportunities for women are concentrated in the low pay, low skill occupations and only very few women occupy high level occupations in the public as well as the private sector.

As far as wages are concerned, there is no wage discrimination applicable to manufacturing enterprises. The principle of equal pay for equal work applies fully in the public sector.

Further, the Government decided that women, both in government and private sectors should be granted maternity leave one month before delivery and 2 months afterwards. This measure already applies to the Government sector.

The Family

The rapid socio-economic changes experienced in recent years have had far-reaching effects on the status of women and the family in general. These changes include smaller family size (Government's suggestion through family planning campaign is 2 children in each family, boy or girl), increased economic opportunities, higher age at marriage (especially in big cities), equality between men and women before the law and government, greater access to education and improved health.

The interaction of these changes has produced a new generation of women whose sense of value and life styles contrast with those of their elders. Nuclear families exist side by side with the traditional extended family, although the trend is toward nuclearization. However it is still a common feature for members of the same family to reside close to each other.

E. Legal and Social Framework Regarding the Elimination of Discrimination.

The Republic of Indonesia signed the Convention on the Elimination of All Forms of Discrimination against Women on 29 July 1980. On 24th July 1984, the Convention was ratified with Indonesian Act No. 7/1984 on the Ratification of the Convention on the Elimination of All Forms of Discrimination against Women and its clarification. Reservation was made in article 29 (1).

The rationale behind the reservation in article 29 (1) was that it was considered inappropriate for the International Court of Justice to interfere with the domestic problems of Indonesia. Any violations in the implementation of the Convention would be resolved by the Government of Indonesia itself. The contents and implementation of the Convention would be consistent with the Basic State Philosophy and the 1945 Constitution and other national acts and provisions. However, up to the present the Government has not provided Act no.7/1984 with further instructions under Government Regulation.

The national implementation of the Convention is under the supervision of the Office of the Minister of State for the Role of Women, which had been established since 1978. Although there were sanctions granted for violators, the Government i.e. this Office has continually disseminated and socialized the contents of the Convention throughout relevant Departments, community organizations and women's organizations in particular, as well as society in general.

The Office of the Minister of State for the Role of Women through its working groups has made an inventory of laws,

practices and regulations which are discriminatory, to study the provisions of the Convention and advise on the legislation that needs to be enacted or amended; to submit proposals for the amendment of discrimination in laws, as well as to submit a report to the United Nations on the national implementation of the Convention, which will be described further in Part II.

The Office of the Minister of State for the Role of Women was first set up in 1978 and was named at that time as an Associate Minister for the Role of Women. This was as the result of the inclusion of a special chapter on Women in the Basic Guidelines of State Policy (GBHN) in 1978. The Associate Minister was upgraded in 1983 to State Minister (MRW). The present Minister of State for the Role of Women is Mrs. Mien Sugandhi. The functions of the MRW are: to (a) prepare, plan and formulate government policies pertaining to the enhancement of the role of women in various fields of development; (b) coordinate all activities of women in development programmes in various government institutions and agencies and (c) to submit reports, information and recommendations in matters concerning women in development programmes to the President. The functions of Internal Organization of this Office are described in Table 2.

The MRW acts as the coordinating agency for the implementation of the enhancement of the role of women within sectoral Departments. At the central level, the women's programmes are coordinated by the Office of MRW. At the provincial level, Management Teams for the Advancement of women have been set up in 27 provinces and these permanent secretariats are headed by provincial governments. Women's studies centres have also been established in both government and private universities to support women in development policy formulation, programming and planning in the 27 provinces.

To consolidate and strengthen coordination between the Minister of State and the institutions, two kinds of Forum have been established: (1) A regular communication and consultative Forum with senior officials from relevant Departments, including the National Development Planning Bureau: (2) A regular workshop with relevant Departments and provincial officials on the enhancement of the role of women.

PART II

Implementation of the Convention

ARTICLE 2

PRINCIPLE OF EQUALITY - POLICY MEASURES TO ENSURE ITS IMPLEMENTATION.

Pancasila (The State Philosophy) as the way of life and ideological platform of the Indonesian nation makes no distinction between men and women. The 1945 Constitution states that every citizen has equal status, rights and obligations, and opportunities both in the family and in society.

The 1945 Constitution guarantees equal rights and obligations to all citizens (men and women) as stipulated in Article 27 as follows:

(1) All citizens shall have the same status in law and in Government and shall without exception respect the law and the Government.

(2) Every citizen shall have the right to work and to expect a reasonable standard of living.

The equal status and rights between men and women is more specifically emphasized in the 1978 Guidelines of State Policy. In its progress, the formulation of equal status and rights has been more developed in the next Guidelines of State Policy of 1988 and 1993 which stated that: "Women as citizens and human resources in development, have the same rights, obligations and opportunities as men in all aspects of civic life and in all development activities".

Based on the principle of equality between men and women, the Government of Indonesia has ratified several important UN Conventions a.o.

1. UN Convention on Political Rights of Women in 1952 which guarantees women to have the rights to vote, stand for election, to hold public office, with Act no.68/1958. The Ratification of the Convention has strengthened the platform for the development of women's activities in political and governmental functions.

2. UN Convention (ILO no.100) on Equal Remuneration for Men and Women for Work of Equal Value, with Act no.80/1957.

3. UN Convention on the Elimination of All Forms of Discrimination Against Women, with Act no.7/1984.

The Ratification of the Convention has strengthened the platform for the women's rights to have equal payment, financial support, and equal pay for the same kind of work.
Having ratified the UN Convention on the Elimination of All Forms of Discrimination Against Women, with Act no. 7/1948, in its implementation, particularly article 5 to 17 of the Convention, has influenced the Government of Indonesia in improving, revising, formulating and creating various national regulations which better guarantee the implementation of equal status, rights and obligations, opportunities and roles between men and women in the family, community and development.

The Office of the Minister of State for the Role of Women has enabled the Government to more implement the Convention at the national level, through its relevant Departements throughout the country. It was claimed that Indonesia was one of the first countries in the Asia Pacific region to establish a special Departmennt for women in government. Accordingly, a wide range of

special organizations and groups are more actively involved in promoting the advancement of women in the family, in various fields of development and at all levels of government. The major institutions of government also include provisions to promote the advancement of women by increasing women's participation in development. Table 4 (A&B) shows the mechanism for promoting the advancement of women in Indonesia, whilst Table 3 depicts the Development Mandate of women in the Five Year Development Plans (Repelita): From the two tables it is clear that since 1978, with the inclusion of a special chapter on the Role of Women in Nation Building, the political will of the Government to advance the participation of women both as subjects and beneficiaries in development has become the concern of both the Government and the whole society at various levels. The policies and measures for the enhancement of the Role of Women as designated in the Development Mandate in each Five Year Development Plan (Repelita) have been developed throughout each Repelita which focused more on the increased quality of women as human resources at all levels of development. In order to coordinate the implementation of programmes and projects of women in development within the national and sub-national level.
Table 5 below shows the organizational structure of coordination by the Office of the State Minister for the Role of Women: "Mechanism for the Enhancement of the Role of Women in Development at National and Sub-National level".

Constraints to Equality

However, legislative protection is not sufficient by itself to promote equality between men and women. It is significant to understand and to know how women perceive themselves in relation to men. No thorough analysis has been done to assess women's perception of themselves and of their socio-economic roles in society. In addition the existing socio-cultural environment,

norms and values persistent in the society still hinder women's full participation and constrain the full understanding on concepts of gender and development in society.

In spite of the difficulties to reconcile professional and family life and domestic responsibilities, over the last two decades several factors have contributed towards changing the traditional role of the Indonesian women. These are:

- Education, which has broadened her vision of life and increased her social and economic mobility;
- Use of birth control methods and a successful family planning programme which have in a small measure brought about attitude changes in society at large;
- Rapid industrialization of the country which increased job opportunities for women in the non-traditional sectors and ensured their full participation in the economic life of the country.
- Structural changes in family patterns with increased economic responsibilities for women;
- Greater involvement of women in the decision - making process at the local, provincial, national and international level.

Although there is no discrimination against women in the political arena, however, women have not had sufficient support and encouragement to stand as candidates at elections. Hence, the participation of women in the political arena shows a deminutive figure. Part of the problem emanates from women's ambivalent attitude and reluctance to participate in political life and also the attitude of men who often see the political arena as a male dominated area.

The Office of the Minister of State for the Role of Women has been encouraging and inviting Non-Governmental Organizations with national and sub-national level to carry out programmes for the

enhancement of the Role of Women in national development, as well as to inform women of their status, roles and rights. More studies are needed on women's perception of equality to understand at what levels and to what extent women at various strata of society understand the concept of equality.

ARTICLE 3

MECHANISM AND PROGRAMMES TO PROMOTE THE ADVANCEMENT OF WOMEN

The Republic of Indonesia has acceded to the Universal Declaration on Human Rights and the legislative structure of the Indonesian Government has accommodated the Philosophy of the Human Rights Charter.

The Government has endorsed Forward Looking Strategies emanating from the Nairobi Conference and appropriate action is being taken as far as possible to implement these strategies.

Even before acceding to the Convention, the Government had constituted in 1978 an Associate Minister for the Role of Women to formulate policies and programmes on the advancement of women with a view to improving their status and standard of living.

Although the Government of Indonesia has created an Office of the Minister of State for the Role of Women (MRW), this Office suffers from some limitations.

At one level, institutional development for the promotion of the advancement of women is comparatively well developed in Indonesia. However, institutions primarily address the practical gender needs of women, and much still needs to be done to address strategic gender needs by modifying the broader institutional context.

Although many institutions have been created for the advancement of women, the effectiveness of the institutions remain limited. The Office for the Role of Women, which is responsible for representing the interests and concerns of more than half the population, is comparatively small.
In particular, the Office lacks both staff and funds to adequately monitor and evaluate the implementation of programmes on women in development. The Office also needs to increase capabilities, and introduce a national information system on women.

Although women certainly benefit from general departmental budgets, their interests are as yet poorly integrated into the mainstream concerns. Funding for special projects for women, which do reflect women's interests and concerns, also comprises only a very small proportion of the total departmental budgets. The departmental allocations for women specific programmes are only about 2 percent of the total development budget and almost three-quarter of the funds for the women-specific programmes are channelled through the activities of the community based Family Welfare Movement.

The lack of statistical indicators on women partly accounts for the lack of recognition of the need to incorporate women in specific development activities and provides a practical obstacle to efforts to integrate women into planning and programming. Although the Central Bureau of Statistics has made much progress in producing an annual state of social indicators on women, there remains a great need to integrate the collection of statistical indicators on women into the national statistical system at all levels. Considerable progress has been made in producing sex disaggregated tables from existing data, but the statistical system must also be made responsive to the needs and concerns of women by developing new indicators that reflect women's interests. Gender must also be incorporated into the administrative statistical system.

Another problem that has emerged is the lack of research support for efforts to introduce structural changes to the government and administrative system. There is a lack of research data because research on women has been limited in value and quality, while access to data that does exist is limited, particularly at the sectoral and provincial level, due to the lack of an effective national data bank of research on women. The creation of the Women's Studies Centres is an important step in improving this situation, but funding and facilities for such research remain limited and is often provided by foreign donors.

The programmes priority for enhancing the Role of Women determinated by the Office of MRW are carried out through various activities as follows:

1. The increased quality of women as human resources in development
2. The increased quality and protection of women workers
3. The increased quality of multifunctional roles of men and women in the family and community
4. The development of socio-cultural environmental which is conducive to the advancement of women
5. The establishment of national institutions and women's organizations.

The implementation of these programmes are through women specific project programmes as illustrated in the above mentioned five priority programmes to close disparties between women and men as well as through integrated programmes attached to sectoral departments, so that women's needs, concerns and interests can also be fully accommodated and taken care of. The programme priorities are implemented through major programmes of the Office of MRW as follows:

1. Enhancing the Role of Women in Improving Family Welfare.

This major programme is carried out through various activities as follows: P2W-KSS or the Integrated Programme for Enhancing the Role of Women towards Healthy and Prosperous Families. The objectives of the P2W-KSS are to promote the knowledge, skills and more positive attitudes among the target women, to foster the physical and mental development of Under-five children and adolescents, to promote family health, particularly by reducing fertility and infant mortality, and to improve the quality of life of women and their families.

2. The movement of the Acceleration of the Reduction of Maternal Mortality.

The programme is targetted at empowerment of pregnant and lactating mothers as national asset. The pilot project is conducted in eight provincies. It is an integrated programme between the Government and the whole society. The objectives of the programme are among others to increase the awareness of pregnant and child bearing woman, family and society in: (a) utilization of basic health services; (b) recognition of complicated pregnancy and delivery and be responsive to it, (c) giving support and facilitating the available health officers, particularly village - midwives.

The programme on the Acceleration of the Reduction of Maternal Mortality has been declared by the President of Indonesia on the 21th June 1996 as a national movement. The target objectives are the reduction of the mortality of pregnant childbearing women in poor rural areas.

3. Enhancement of the Role of Women Workers

The priority programmes for the Enhancement of the Role of Women workers consist of the increase of the role of women in

accessing employment opportunities utilizing cooperatives, business groups, protection of women workers, domestic and abroad, providing guidelines for women workers in the informal sector, training, advocacy etc.

4. The Enhancement of Education and Training of Women

The primary aim of the enhancement of Education and Training of women is to promote the status and role of women in the family and community. The focuses of the activities are namely:

a. Child Development Programmes

The Presidential Declaration on the Movement of the Child Development Programme (CDP) was firstly initiated in 1991. The objectives of the CDP are among others to increase the knowledge, status of mothers and other members of the family in nurturing and up-bringing the Underfives, to achieve, in the long run a total human development. It's conducted not through a formal education but an external activity. The family as the smallest unit in the society is the essential institution to develop the future generation of the nation. Apart from providing training for mothers and members of the families in nurturing their Underfives, women are also accommodated with leadership and management training. Efforts to integrate priciples of equality of rights and responsibilities between men and women in development have been carried out through all levels of school curricula and textbooks, both in the formal and non formal education. In order to engender the Indonesian society, gender training programmes have been launched by almost all levels of government officers, both men and women, community organizations, researchers, teachers, women organiations and independent institutions.

5. Development of socio-cultural Environment conducive to the Advancement of Women.

The most significant programme to more advance women and to more encourage community and women to be more aware of their potentials, role and status in the family, and community as women, mothers, individuals and citizens is the programme on the development of socio-cultural environment conducive to the advancement of women. To create a conducive climate a thorough information on the increase of the status and role of women should be disseminated and socialized. The programme priorities for this consist of the dissemination of information on the advancement of women through mass media, electronic media and traditional media communication fora; law advocacy and dissemination of information on the rights and responsibilities of women. Another programme priority is to establish Women's Studies Centres (WSC) affiliated to universities throughout the 27 provinces in Indonesia. One of the most important tasks of the WSC is to conduct research to identifity problems of issues on the advancement of women in each province, so as to set up baseline data of the situation and condition of women in respective areas.

With the establishment of the Office of MRW eighteen years ago and with the creation of programmes for advancing the role of women, the participation of and awareness of women and the community have increased substantially throughout the years. Furthermore, besides these specific women's programmes coordinated by the Office of MRW, sectoral Departments also have women's specific programmes implemented by them as well as non-government organizations including the Family Welfare Movement and NGOs (table 6).

ARTICLE 4

SPECIAL TEMPORARY MEASURES TO ACCELERATE EQUALITY

A few special positive programmes eliminating discrimination have been constituted. Here are some areas where action has been taken:

Literacy programmes

Special legal literacy programmes for women are being conducted all over Indonesia at the provincial and district levels. First priority is given to the eradications of the three illiteracies, namely illiteracy in the latin alphabet, ignorance of proper use of the Indonesian language and lack of basic knowledge.

Training programmes:

In the agricultural sector, training was given in 1993/1994 to 6.209 groups of farm women and fishermen's wives in the fishing villages, recording an increase of 438 groups compared to that in 1992/1993. A credit training has been carried out in 1990/1991. In 1993/1994 a credit training was given to 106 groups of women at some fishermen's communities, so that the total number of these groups covered 314. To support these activities, in 1993/1994 farmer business facilities were provided to 322 Joint Undertaking Groups (KUBs), an increase of almost twice compared to that in 1992/1993. During Repelita V farmer business facilities were given to 834 KUBs.

The target activities for the enhancement of the role of women in the industrial sector women motivators in home-industries and women workers in small scale industries engaged in KUBs. From 1981/1982 until the the end of Repelita V, there had been 13.875 women motivators and 41.625 women workers of KUBs.

In the trade sector, in 1993/1994 various trainings to improve trade skills were given to 1.400 women traders and business meetings were held, attended by 3.450 women traders. At the same time, guidance was carried out in an integrative manner by several sectors coordinated by each major were given to 600 women traders in traditional markets.

In the cooperatives sector, cooperatives training was given to 2.940 women in 1993/1994, and 19.055 women were trained during Repelita V, so that during the First Long-Term Development Period 27.639 women had been trained in the cooperatives sector.

In the sector of manpower, in 1993/1994 training was given to 140 business women in the information sector in seven provinces namely, in North Sumatera, the Capital Territory of Jakarta, West Java, Central Java, East Java, East Kalimantan and South Sulawesi. To improve the skill of women workers in the informal sector, women trainers were trained in 1993/1994, 30 in turn had trained directly 200 women by giving guidance and directives.

In the transmigration sector, training was given to 1.754 women transmigrants in nine provinces covering 27 Transmigration Settlement Units (UPT). During Repelita V in the framework of enhancing the role of women in transmigration areas, 7.845 women in 91 UPT spread in 19 provinces were trained. Activities of women transmigrants include development of capabilities and leadership, training and guidance of PKK cadres and local mid-wives and improving the benefit of home gardens by cultivating herbal and nutritive plants aimed at raising the family income but also improving the nutritious quality of the family's diet in general.

Special Measures Relating to Maternity:

The regulation of the Minister of Manpower No.3 PER/MEN/1989 prohibits employers to terminate the employment of women workers during fixed or non-fixed employment periods due to marriage, pregnancy or childbirth (Article 2). This Article requires employers to substitute for the duties of pregnant workers without reducing their rights in the company if, due to the characteristics of the work, they cannot perform it during pregnancy. If the employer fails to arrange for substitution of work, then longer maternity leave must be given (Article 4).

Government regulation No.8/1981 on Remuneration Protection provides that employers shall not discriminate between women and men workers in determining the rates of remuneration for work of equal value. Circular Letter of the Minister of Manpower No.SE-04/MEN/88 concerning the Implementation of the Convention on the Elimination of Discrimination Against Women Workers prohibits discrimination between women and men in collective agreements, including differentials in pension age, provision of health care for workers and their families (unless the husband is working in the same enterprise and already covered).

Act No.1/1951 provides for female employees to be given one and a half months leave before the expected date of childbirth and one and a half months after confinement or miscarrige (Article 13 (2)). Provision should also be made to enable working mothers to breastfeed their infants up to the age of six months. Subsection 3 provides for the extension of leave to a maximum of three months with a medical certificate stating that the extension is necessary to protect the worker's health. Government officials are entitled to 4-6 weeks before childbirth and 6-8 weeks after with full pay for up to three children, and without pay for the fourth and subsequent children (Act No.52/1951 as implemented in Regulation

No. 24/1976). Act No.1/1951 provides that female employees shall not be obliged to work on the first and second day of menstruation (Article 13 (1)).

The Ministerial Decision 04/MEN/1989 implementing Ordinance of 17 December 1925 provides that women shall not be obliged to work at night but may be permitted for continuity of production lines, to achieve production targets or if the work specifically requires women's skills. Where women are required to work at night, they must be over the age of 18 or married, transportation to and from work and nutritious food shall be provided, as well as facilities for their health and moral security. Permission should be obtained from husbands or guardians and local customs should be considered. Pregnant women may not work at night.

The Government of Indonesia has ratified Convention No.45 on Underground Work. Act No.1/1951 prohibits women from working in mines, pits or other mining places, although this does not prevent women from doing work that sometimes requires them to go in underground mines and pits or for women in non-manual work (Article 8). The act also provides that women shall not be permitted to perform work dangerous to their health, safety or morality.

Statistics on Women.

The Central Bureau of Statistics has published two books titled "Social Indicator of Indonesian Women and Indicator of Family Welfare". These books provide segregated data on women; e.g. population, labour force, education, economy, political participation, socio-cultural life, etc. The other book which contain Facts and Figures of "Indonesian Men and Women", provides some statistical data of men and women in different fields of development.

ARTICLE 5

SEX ROLES AND STEREOTYPES AND THE IMPORTANCE OF FAMILY EDUCATION

Since Independence in 1945, the socio-economic scenario has been rapidly changing bringing in its wake new concepts and cultural patterns. The effective practice of family planning and education are accessible to both men and women. With respect to the position of women, although the impact of International Women's Year (IWY) and the Women's Decade (1976-1985) have not been scientifically studied, IWY made a very significant impact by awakening women and making them conscious of their position and roles in society. Also the celebration by Government and NGO's of Indonesian Women's Day on 22nd December, each year, has an educational and supportive role and provides solidarity among women.

At its level, the Government by implementing legislation (i.e. promulgating the Marriage Act) that provides fair and equal status to women, has sought to eliminate ideas of male superiority. The status of men and women in marriage, according to the Indonesian society, is equal but they have different roles. The husband is head of the family and responsible for providing for the wife's and children's economic and welfare needs, while the wife is head of the household and responsible for the domestic maintenance of the household. This clause may seen contradictory with the expectations of the policies and programmes for the advancement of women, which among others, encourage the participation and contribution of women in the economic field, and take share in family's economic provision. In conclusion, there is still great difference between what is prescribed by law, by government, and what cultural belief and religious philosophy dictate.

These were some of the positive measures implemented by the Government to promote greater equality of the sexes through dismantling prejudices and cultural practices that are an obstacle to equality, changing social attitudes as part of the strategy for improving the status of women. Social attitudes and prejudices still need to be changed in the following areas:

Family:

The Education System:

Work and Working Environment:

Society and Mass Media Level:

Political Level

The measures taken by the Government, the new and more integrated "education for family life" are needed to promote widespread understanding (among girls and boys, the women and men of the future) of the multiple and mutually interdependent aspects of Indonesian family life: domestic work, parental responsibility, economic life, other concerns (care of the elderly, the sick and the disabled) as well as the continuing cycle of religious and traditional ceremonies marking the cycle of life (birth, death, marriage, coming of age, the stages of pregnancy, departure and return from the Holy Pilgrimage, first communion etc).
Efforts to realize equal rights, status and role of women as equal partners of men, both in the family and society and development will always be increased and improved.

The high rate of early marriage, violation of women's rights prevalent among women of low education, has increased efforts to make women more aware of their rights, obligations and opportunities both within the family, community and development, among others through "Legal Awareness for Women" or KADARKUM.
The Kadarkum activity has been conducted in 17 provinces throughout Indonesia and has provided 2350 women cadres on legal

aspects at provincial level. Women cadres of provincial level would simultaneously give direction and guidance to women cadres at the regency and municipal levels.

The Department of Manpower has also conducted training and information on Work Protection for Women Workers, integrated through the programme on increased productivity of women workers by using integrated welfare approach.
Until December 1993, 396 entrepreneurs have participated covering 29.200 women workers in 13 provinces in Indonesia.

The Department of Religious Affairs has also conducted training and information on the Marriage Act and its Implementing Regulations, integrated through the project on the Enhancement of the Happy and Prosperous Family. Up to 1993, it has covered 8.276 P2W-KSS villages or P2W-KSS projects (Integrated Program for the Advancement of the Role of Women towards Healthy and Prosperous Families).

With regard to the Marriage Act efforts to more consolidate several implementing regulations of Act No.1/1974 on marriage and the Government Regulation No.9/1975 have been carried out by the Office of MRW in coordinative ways and in cooperation with other relevant Departments and community organizations including the Family Welfare Movement (PKK).
One of the efforts is the passing of Government Regulation No.45/1990 as the revision of Government Regulation No.10/1983 on Approval of Marriage and Divorce for Civil Servants. The regulation strengthen the rights, status and obligations of wives of Civil Servants and the inclusion of legal sanctions toward Civil Servants who violate the regulation.

In the Marriage Act, there is also a progress on the minimum age of marriage for men and women. Based on the Instruction of the

Minister of Women Affairs No.28/1982, the recommended minimum age of marriage for women is 19 and for men 22.
The progress of age limit in marriage can also be seen in Act No.10/1993 on Population and Development of Prosperous Family which recommends society to marry at a later age.

The field of education, and particularly the quality of education, is vital for women because it provides the foundation for all subsequent education and training. With the extension of compulsory education to 9 years the challenge for those concerned with female education become (1) how to assure that girls continue education in school and (2) how to facilitate entry for girls into all kinds of education, as they wish, and are not inadvertently limited in future choice by "streaming" into narrow and possibly stereotypical "girls" education which is too strong on cooking and home making and weak in science and technology.
There is an increasingly broad consensus that steps need to be taken to "engender" the curriculum - to eliminate gender stereotypes, both male and female, which have the effect of limiting young people's imagination and choices as they grow up. Even as Indonesia has successfully introduced basic population education into school curricula so, new, more open and diversified images of men and women must become part of children's everyday experience in school. Teachers and textbook writers need guidelines on how to develop more gender sensitive eduation materials and new teaching methodologies are needed. In the overall efforts, attention will also be needed to training, retraining and reorientation of classroom teachers, school administrators, leaders of extra curricular school and community youth activities.

Further necessary measures

Further measures are required namely as regards:

/...

- A comprehensive identification of attitudes and practices that ascribe an inferior position to women;
- Revision of textbooks and literature to eliminate stereotype sex roles;
- Youth guidance and career guidance programmes to sensitize women on the new possibilities open to them in terms of careers and occupations:

Problems and Difficulties in Implanting the Principle of Equality

Indonesia being a multicultural society faces a very challenging task of implementing policies supporting equality of the sexes since many religious customs and traditional norms and values of society favour a male dominated social system, although de jure men and women have equal rights, responsibilities and opportunies, the majority of men are not willing to give up their acquired privileges, thus undermining the very foundation of the Convention.

Although the participation of women in national development can be considered to have increased significantly, women still face difficulties as regards mobility into positions of power and authority.

At the level of professional education, the courses offered at universities/academic colleges in Indonesia are open to men and women. However, during the school enrollment, girls/women are more oriented to social sciences and humanities because of the existing socio-cultural conditions which discriminate the social functions of men and women. As a result, women are over-represented within the language stream which is the least attractive and stereotypically associated with girls, and least represented in the science stream. Since streaming is largely based on grades, the poorer grades of girls at senior secondary level partly

explains this pattern.

Age old traditions, socio-cultural traditional concepts cannot be avoided easily although industrialisation/free education/and family planning methods have given women a freedom to actively participate in national development.
Socio-economic development has enhanced the status of women by providing increased employment opportunites. The same development process has also made women vulnerable and overburdened because support services for working women are either not available or inadequate.

Inspite of all the laws and regulations as well as the progress, there are still a lot of deviations and violations of the laws in society caused by socio-cultural values, traditions and religious aspects, for instance:

- In reality there is still practice of polygamy in remote rural areas, and in the Moslem Law, divorce and remarriage depend on the husband, since in Moslem Law the husband has the right of repudiation;
- Husbands feel that they are superior to their wives, therefore decisions should be taken by them, including in property management; sometimes decisions are taken without their wives' acknowledgement.

Although the Law discourages polygamy, it is permitted under certain conditions and only with the permission of the first wife. A polygamous husband is also required to treat his wives and their children equally. However, no criteria have been established to define equal treatment, nor are there sanctions where this requirement is not met.

Article 43 of the Marriage Act clearly discriminates against women, stating that a child born out of wedlock only has a civil

claim on the mother and her family. The child has no claim on the father.

Inequality is also evident in relation to divorce. Article 39, clause 1 states that divorce must be obtained through the courts and after the court has attempted and failed to reconcile the parties. Regulation No.9/1975 articles 14-18 stipulate the procedures for divorce among Muslims, which apply on the request of the husband, while articles 19-36 apply to those at the request of either husband or wife.

Article 37 stipulates that, in the event of divorce, property will be divided according to the laws of each party. This weakens the position of non-working wives who are economically dependent on their husbands. No recognition is given to the wife's supporting role in enabling the husband to pursue his income-earning activities.

In the Indonesian Labour Act there are a number of distinctions made between men and women which work to the disadvantage of women. For example: differential treatment is stated in certain provisions of the Labour Act. Government Decision No.37/1967 of the Wage System for Employees in State Companies stipulates that dependents are considered to be a man's wife and children. Therefore, in practice, women are classified as single women and receive no benefits regardless of marital status. Ministerial Decision No.2/P/M/Mining/1971, as amended, provides that all married women are assumed to be single and all benefits apply only to them not to their families. Married women will be considered as the main income earner only if widowed or the husband is unable to work. A number of these issues are presently under review within and outside of government.

There is persistent assumption that a wife's employment is

always and necessarily secondary to that of her husband, and that a wife's career interests should invariably defer to those of her husband's career and of her family at all states of the life-cycle. Such assumptions restrict the development and effective utilization of women's human resources. A related issue is the changing concept of parenting, whereby the importance of the role of fathers is being increasingly recognized through, for example, the more equal share of childcare between mothers and fathers and the provision of parental leave to both mothers and fathers on the birth of a child.

In the field of education several regulations and decisions have been revised to further translate Act No.2/1989 on the National Education System. Despite the equality principles ingrained in the law there are still regulations and socio-cultural backgrounds, and customs which discriminate between men and women in attainment of education:

a. Girls do not have to continue their education as ultimately they will only be housewives.
b. Women as mothers and housewives believe in traditional customs such as a wife shall follow her husband etc.

These are some of the factual hindrances of implanting equality between men and women at all levels of development.

ARTICLE 6

TRAFFIC IN WOMEN AND EXPLOITATION OF WOMEN

According to Indonesian laws, soliciting is illegal, but laws do not pronounce prostitution itself as being illegal. The emergence of prostitution derives from various complex factors inherently related to each other such as negative impacts of

development, industrialization, tourism, population growth, high rate of employment, low level of education, even effective means of transportation all of which could easily trigger the acceleration of traffic in women and exploitation of women.

The Government of Indonesia does not regulate the issues of traffic in women and exploitation of women under special Act or regulation, however the intervention scheme is based on several existing laws, acts and provinsions relevant to social issues. Articles 505 and 506 of the Penal Code are mutually connected with the issues.

Article 505 States:

a) Any person who solicits without any means of living shall be convicted of a offence and be liable to imprisonment for a term not exceeding 3 months.

b) Soliciting performed by 3 persons or more aged above 16 years old shall be liable on conviction to imprisonment for a term not exceeding one year.

Article 506 States:

Any person who benefits from prostitution of a woman shall be liable to imprisonment for a term not exceeding one year.

As the result of the inconcrete regulation on issues of traffic in women and exploitation of women, the Government encounters substantial hindrances in managing this matter. However, based on global experience it must be acceded that it would be difficult to eradicate prostitution. But urgent policy measures are called for to protect public health, as prostitutes are high risk groups for sexually transmitted diseases including Aids. Accordingly for

prevention programmes, the Government has conducted advocacy and dissemination of information about AIDS and its prevention, rehabilitation programmes for prostitutes as well as the provision of skill training and education for them. In short, in order to manage issues of traffic in women and exploitation of women, the Government has set up several key measures namely prevention, social rehabilitation, resocialization and development programmes. Inspite of the complex social issues, the Government, however, managed to compile statistical data on prostitution, particularly from provincies which are already claimed as high risks of AIDS/HIV (Table 7). This table shows the mapping out of prostitutes vulnerable to AIDS/HIV 1994/1995 in 27 provinces in Inndonesia.

ARTICLE 7

POLITICAL AND PUBLIC LIFE

Legislative provisions do not bar women from voting and from standing as candidates at Legislative, Judicative and Executive levels. All Indonesian women of the age of seventeen years and above or are married have the right to vote.

Although the legislative provisions do not debar women from standing as candidates and holding decision making positions in Government and private organizations, in reality there are very few women in politics, in public life and in top positions as can be seen from several tables namely: Table on Women Members of the People's Consultative Assembly (MPR) and Parliament (DPR), Table 9 on Members of the Board of Political parties by sex in 1990. Table 10 on Members of the Top Level Institutions by sex in 1990; Table 11 Women Ministers in the Cabinet 1945-1993, Table 12, Proportion of Heads of Village by sex in 1990; Table 13, Percentage of Female Civil Servants by Echelon in 1992.

Many women are involved in the management and service positions in NGOs concerned with welfare. The NGOs welfare sector reflects that women are very active and involved.

Further necessary measures

All political parties must make efforts to recruit more women in Legislative, Judicative and Executive levels and to stand as candidates for election. Political parties should give extra help and support to female candidates as an encouragement.

The National Women's Organizations such as the Indonesian Women's National Congress (KOWANI) and the Commission on the Status of Women (KNKWI) should create sub committees to act as pressure groups and "watch dogs" to ensure that women are included in recruitment at all levels.

ARTICLE 8

INTERNATIONAL REPRESENTATION AND PARTICIPATION

There is no legislative provision which forbids or restricts Indonesian women from participating in the work of international organizations or to represent their counntry in international and regional conferences, seminars and other forums held overseas or locally.

In the public sector and private organizations, employees are not permitted to hold two employments or jobs. Should an individual wish to participate in the work of an international organization which does not fall within the scheme of work, a public servant would require prior permission. This applies both to males and females. At the level of senior posts/positions,

those working in universities and departments have the opportunity to be representatives of International/and Regional Organizations. Indonesia women are representatives to the UN Commission on the Status of Women, to the Committee on the Elimination of All Forms of Discrimination Against women, to the International Research and Training Institute for the Advancement of Women and to the UNIFEEM and member of regional organization in ASEAN countries (ASEAN Women's Programme). An Indonesian Woman is the President of the International Council of Women.

There has been no study carried out to reflect the trends in women's participation in international seminars and fora. Overall, men and women in senior position in government and private organizations as well as individuals holding senior posts in NGO's and private organizations, have opportunities to participate in international fora and to represent the country.

The categories of women likely to represent the country or who have represented the country at international seminars or participated in the work of international organizations include:

- Women Ministers
- Executive secretaries of State Departments and Government Departments
- Echelon I & II of Government Departements
- On the technical and professional side in the public sector, economists, education officers, and the few women who are in senior management positions have had the opportunity to participate in the work of international organizations or to represent the country.

Women in the Public Sector and Private Organizations usually get the same opportunities as men. It is in the private sector that relatively few women have had the opportunity to represent

the country, except from NGO's.

It is also recognised that when it comes to participation and representation at the international levels, it is usually a small group of individuals who keep on participating. One reason is that such persons are in an authority position and can speak from their positions. Secondly, some individuals are sought out and invited in their individual capacity on the basis of their achievements and past contributions.

Nevertheless, although there are reasons to justify why the same people keep representing the country, it is also reasonable to state that more women should be given opportunities and thus allowed to contribute effectively in the work of international organizations.

ARTICLE 9

The Laws on Nationality and Citizenship are regulated under Act No.62/1958.

If an Indonesian woman marries a foreigner, she does not automatically lose her citizenship unless she herself changes her nationality (article 8).

According to Law, any individual born in Indonesia are Indonesian citizens, when the parents are Indonesian or their nationalities are unidentified or when she/he is found in Indonesia without knowing their parents. Any foreigner born and residing in Indonesia can acquire Indonesian nationality, if they apply for it (article 1, article 4).

According to Law, all Indonesian nationals have the right to apply for a passport. The consent of both parents is required for

application by minors. Children can also be included on the passport of one of the parents.

- Should an Indonesian child travel overseas with the mother, the consent of the father will be required. Consent of the mother will also be required if the child is going overseas with the father
- A women when obtaining a passport should have the consent of her husband
- A foreign child adopted by an Indonesian and legalized by the court can acquire Indonesian nationality (article 2)
- If a non-Indonesian woman marries an Indonesian man, she will acquire Indonesian citizenship, if within one year after the marriage she applies for it (article 7)
- A child born out of wedlock from an Indonesian mother with a foreigner, when divorced, the child under the custody of the mother, can acquire Indonesian nationality (article 22)
- Individuals who have resided in Indonesia consecutively for five years, or inconsecutively for 10 years can acquire Indonesian nationality

ARTICLE 10

EDUCATION

The present system of Education is structured as follows:

4 - 6 years - Play group and kindergarten
6 - 12 years - Primary school
12 - 15 years - Junnior high school
15 - 18 years - High school
18 - years above -<- University

Education Act 2 of 1989 has been amended in 1995 which

declares that compulsory education is extended to 9 years. Education in Indonesia is not free, however there is a support for bright children, and for those who are truly poor and meet all the requirements to obtain free education. The majority of schools are co-educational, where boys and girls study together in the same rooms, although there are some private-schools where school attendants are girls only.

The Indonesian education system expanded rapidly during the 1980s. Government resources were primarily responsible for the expansion of the primary school system, while the private sector provided the largest share of the increase at higher levels. Primary education has been compulsory for some time. The number of primary schools increased by 40% between 1980, from 104.485 to 148.257 in the school year 1992/1993, largely as a result of the INPRES (Presidential Instruction) Primary School programme which aims to provide a primary school for every village.

The total number of junior high schools also increased by 70% from 10.956 in 1980 to 18.601 in 1992/1993. The numbers of senior high schools increased by 112% from 4.901 to 10.410 in 1992/1993 again with most (82 per cent) of the increase being provided by the private sector.

There has been a marked improvement in the education of women during the 1980s and 90s. The national School building program (Sekolah Inpres) resulted in a vast and rapid expansion of basic education, with the construction of huge numbers of new primary schools, particularly in rural areas. Women benefited very significantly from this expansion. The level of illiteracy among women fell from 21% in rural areas and 42% in urban areas (1980) to only 11 percent and 26% respectively in 1994, narrowing the education gap between urban and rural women.

The education gap between women and men (smaller than between urban and rural women) also narrowed. The increase in literacy was greater in rural than in urban areas. It was also highest among women. Literacy among rural women increased by 28%, compared with only around 15% among rural men. Similarly in urban areas, the gains for women exceeded those for men by 8,5 percentage points. The female/male disparity in literacy declined from 14 to 7% in urban areas and from 24 to 15% in rural areas.

The expansion of the formal education system was the primary mechanisme for this increase in literacy, particularly the expansion of the primary education sector (Table 14). By the 1990s, female enrolment rates exceeded those for males. Important gains for women were made at all levels of education, but the increase in female enrolment rates are mainly at the senior high school level.

Girls remain under-represented in both general (academic) and vocational secondary schools (despite the existence of special domestic science vocational secondary schools that are also heavily feminized). Girls tend to concentrate within particular streams in the general senior high schools, particularly the language stream. Since streaming is largely based on grades, the poorer grades of girls at senior secondary level partly explains this pattern (Mayling Oey-Gardiner, "Female school attendance in Indonesia", 1989).

The dramatic improvement in women's educational participation is reflected in comparison of data from 1986 (Table 15). Nonetheless, in 1994, 42% of women of working age still had no schooling or incomplete primary education compared to 34% of men. Lack of formal schooling is closely correlated with illiteracy. Thus adult literacy programmes remain important for women, especially in rural areas.

In 1991, at the tertiary level women comprised 42% of new

students, 35% of old (continuing) students, 36% of graduates (Indicator Social Wanita '93, Table 4.6). Women dominated in the field of language and literature but were under-represented in agricultural sciences, social and behavioral sciences and particularly in technology and engineering.

Government Action and Policy for Development of Education

In order to improve the present educational system, the Government endeavours to:

- Bring education in line with the development of needs of the country and promote higher education and training;
- Promote the development of science and technology;
- Revise the standards of low performing schools
- Increase teachers and staff education and training and development
- Make the educational system more efficient.

The above actions will benefit both oys and girls.

ARTICLE 11
EMPLOYMENT

The Government of Indonesia ratified the "Convention on the Elimination of All Forms of Discrimination Against Women", but in view of the country's situation, a reservation was made in respect to article 29(1).

Government Policy Concerning Women and Employment

The government of Indonesia is deeply committed to improving the conditions of women and promoting equality of the sexes. The Five Year Development Plan (Repelita) clearly spells out the objectives concerning the advancement of women. These objectives

are referred to in Part I of the Report.

Existing Mechanism for the Implementation

Legal provisions - The Right to Work

The Constitution of 1945 provides that every citizen shall have the right to work and to a living benefitting for all human beings. A married woman can therefore perform all actions pertaining to such labour contracts, including acknowledging equal payment and appearing in court. She is entitled to use what she receives or what she is entitled to demand on the basis of the labour contract for the benefit of her family (Article 16).

Act No.14/1969 concerning workers states that the "worker" refers to every person able to perform work. Article 2 states that there shall be no discrimination in the enforcement of the Act or associated regulations. Regulation of the Minister of Manpower No.3 PER/MEN/1989 prohibits employers from terminating the employment of women workers during fixed or non-fixed employment periods due to marriage, pregnancy or childbirth (Article 2). Article 3 requires employers to substitute for the duties of pregnant workers without reducing their rights in the company if, due to the characteristics of the work, they cannot perform it during pregnancy. If the employer fails to arrange for substitution of work, then longer maternity leave must be given (Article 4).

Government regulation No.8/1981 on Remuneration Protection provides that employers shall not discriminate between women and men workers in determining the rates of remuneration for work of equal value. Circular Letter of the Minister of Manpower No.SE-04/MEN/88 concerning the Implementation of the Convention against Discrimination concerning Women Workers prohibits discrimination between women and men in collective agreement, including

differentials in pension age, provision of health care for workers and their families (unless the husband is working in the enterprise and already covered).

Act No.1/1951 provides for female employees to be given one and a half months leave before the expected date of childbirth and one and a half months after confinement or miscarriage (Article 13 (2)). Provision should also be made to enable working mothers to breastfeed their infants up to the age of six months. Subsection 3 provides for the extension of leave to a maximum of three months with a medical certificate stating that the extension is necessary to protect the worker's health. Government officials are entitled to 4-6 weeks before childbirth and 6-8 weeks after confinement or miscarriage with full pay for up to three children, and without pay for the fourth and fifth children (Act No.2/1951 as implemented in Regulation No.24/1976). Act No.1/1951 provides that female employees shall not be obliged to work on the first and second day of menstruation (Article 13 (1)).

Ministerial Decree 04/MEN/1989 implementing the Ordinance of 17 December 1925 provides that women shall not be obliged to work at night but may be permitted to work for continuity of production lines, to achieve production targets or if the work specifically requires women's skills. Where women are required to work at night, they must be over the age of 18 or married, transportation to and from work and nutritious food shall be provided, as well as facilities for their health and moral security. Permission should be obtained from husbands or guardians and local customs should be considered. Pregnant women may not work at night.

The Government of Indonesia has ratified Convention No.45 on Underground Work. Act No.1/1951 prohibits women from working in mines, pits or other mining places, although this does not prevent women from doing work that sometimes requires them to go in

underground mines and pits or for women in non-manual work (Article 8). The act also provides that women shall not be permitted to perform work dangerous to their health, safety or morality.

In the Indonesian Labour Act there are a number of distinctions made between men and women which work to the disadvantage of women. For example: differential treatment is stated in certain povisions of the Labour Act. Government Decree No.37/1967 of the Wage System for Employees in State Companies stipulates that dependents are considered to be a man's wife and children. Therefore, in practice, women are classified as single women and receive no benefits regardless of marital status. Ministerial Decree No.2/P/M/Mining/1971, as amended, provides that all married women are assumed to be single and all benefits apply only to them and not to their families. Married women will be considered as the main income earner only if widowed or the husband is unable to work. A number of these issues are presently under review within and outside of government.

In principle, Indonesian women have the right to work if they are 16 years or above and are less than 60 years (retirement age). Married women can open bank accounts without the consent of their husbands. Indonesian women have the right to choose their professions, however, only a small number of women are sailors, pilots or in top level army ranks.

In the public service, in general, most job vacancies do not debar women applicants, however on one hand there are still vacancies where males are primarily required such as in mining, fire company, information and technology division and watchman. On the other hand vacancies for stereotyped jobs such as secretarial work and administration, stewardesses are inarguably offered to women. Overall, all public/government service recruitment process

apply the same criteria for selection of jobs, for which both men and women are accepted as applicants, the selection criteria are based on qualifications and experience of the candidates.

It is hard to prove that overt discrimination exists regarding employment opportunity, selection and promotion. In the public/government sector, there are relatively few women at the top, although women have the same right to promotion and pensions. In the private sector, fewer women are in top positions. One reason is that most private sector firms are essentially family owned enterprises and social attitudes favour male heads and therefore transfer authority and power to males directly.

There was a marked increase in women's employment in the non-agricultural sectors in recent years. However, the increase in female non-agricultural employment was largely confined to trade and to a smaller extent to manufacturing and service (Table 16).

Manufacturing employment experienced strong growth of 73% between 1980 and 1990. Most of the new job opportunities have been filled by younger women in urban areas. However, the growth in factory employment was even more rapid for males. This may be because export-oriented industrialization policies have tended to favour large-scale enterprise. By contrast, many traditional manufacturing industries, particularly those located in rural areas, which are more numerous, more labour intensive and employ a larger proportion of women, especially during slack periods of the agricultural cycle, have stagnated under the pressure of increased competition (Asian Development Bank, "Women in Development: Indonesia Country Briefing Paper". Manila: ADB Programs Department (East) 1991).

This pattern may change in the future. The establishment of the South and North Growth Triangles in the ASEAN region and new

zones in other areas of Indonesia can be expected to favour female employment. Policies to support the manufacture of handicrafts may also increase employment of women in small-scale industries.

Female employment in Indonesia is highly segregated in terms of employment status. With women being comparatively well-represented in the professional, sales and agricultural workers categories, over-represented among service workers and under-represented among administrative and managerial clerical and production workers. The numbers of women among professional workers are largely accounted for by teachers, nurses and other paramedical staff and government employees.
While a pattern of substantial differences in male and female earnings continues, data of 1986 and 1991 suggest investment in female education has a more significant impact on earning than is the case with men.

Increasing numbers of Indonesian women are migrating as overseas workers, both officially through contracts arranged by agents registered with the Department of Manpower, and illegally. Remittances from groups of overseas migrants are regarded as both an important source of foreign exchange for Indonesia and increase the incomes of many low income families.

The flow of overseas migrants to certain countries, particularly the Middle East, is highly sex selective. Ninety six % of official female migrants are employed in domestic service, and a large proportion work in the Middle East (Table 22).

Growing labour shortages in the other countries of the Asian and ASEAN regions are also attracting increasing numbers of female migrants, principally into domestic service. Most women migrant workers from Indonesia are from poor rural families and have relatively low levels of education and skill.

Female unemployment rates are higher than male unemployment rates, and appear to have risen during the 1980. Between the Census of 1980 and 1990, the overall female unemployment rate increased from 22.2 to 22.6% in rural areas, and from 3.0 to 7.6% in urban areas. Unemployment rates varied considerably by age, the highest rates and the sharpest intercensal increases being among urban women aged between 10 and 24 years. Although the "discouraged worker syndrome" (Where those unable to find work do not report as being unemployed but report themselves as housewives) would be expected to be greater among women, both rural and urban unemployment rates were higher for women than men in both censuses. In 1990, unemployment among the youngest age groups 10 - 14 and 15 - 19 years was highest among males, but it was higher for females of the ages 22 - 34 years, with little difference among older workers.

Social Security, Retirement and Pensions and other Support

The public sector guarantees both male and female civil servants to acquire social security for health, accident and pensions. Similarly the private sector also provides its women workers with social security for health, accidents, retirement, pensions and death.

The Government of Indonesia has endeavoured to provide laws and provisions which protect the welfare, rights and obligations of women workers, including those who work overseas. Law enforcement is being implemented where women workers are also accommodated with various skill trainings and education so as to more increase their talents and productivity. Various provisions toward protection of women workers are continually revised and reviewed.

Child care and Family Support Schemes

To help women with childbearing and to protect the right of reproduction, the Government is encouraging the creation of child care services close to the work place. Private firms are being encouraged to pool their efforts to provide child care and other welfare supports, although at this stage, it is not in legislative form.

Existing Provisions to Eliminate Discrimination Against Women in Employment

The ratification of the CEDAW is by the enactment of Act No.7/1984. However, up to date there are no further measures and provisions which manage the implementation of the Convention and how the Convention should be carried out. As a result, it is difficult to apply sanctions to those who have violated the Convention at all levels. If women feel they have been denied their rights at work and been discriminated against, they can take up their case through the union. In addition, other NGO's and Women's Organizations also try to help through pressure group support.

Unpaid Work in the Home

House work is not accounted for as work. There is no systematic way for accounting for unpaid work in the house, in agriculture or other economically non remunerative activities.

ARTICLE 12

HEALTH

Health care in Indonesia is provided by the public sector and private institutions. The health care provided by the public

sector is comprehensive and is provided free of charge for civil servants, up to a certain limit by showing a health care identificationn card. For the public, only a small amount of money is needed. On the contrary, health care provided by private institutions is not free of charge and requires a substantial amount of money.

General Health Care Services

Act No.23/1992 Concerning Health sets out the basis for health policy, planning and programming. Although it does not refer explicitly to gender, the Act asserts that each individual is responsible for participation in the care and improvement of individual, family and environmental health.

The Indonesian Government maintains an extensive network of health facilities that focuses particularly on mothers and children. By 1994 there were nearly 7.000 community health centres, 20.000 sub-centres and another 6.000 mobile unites (boats and jeeps) supplying service similar to the basic community health centre. In addition there are 252.000 community supported and managed Integrated Health Service Posts (Posyandu). Operated by Village women of PKK (The Village Family Welfare Movement), they work closely with local Community Health Centres. The Community Health Cetre provides necessary medical, technical inputs but most of the Posyandu work is done by village volunteers (1 million reported active in 1993) who lead activity in growth monitoring, nutrition education, community mobilization for immunization etc.

With the expansion of health infrastructure, the numbers of health staff also increased markedly during the 1980s. By 1993 Indonesia had achieved a ratio of 7 doctors/100.000 people (total of 20.320 doctors). The number of nurses and trained midwives (most of whom are women) increased from around 35.500 in 1980/1981

to 113.225 in 1993. Despite this increase, almost 64% of deliveries were still attended by traditional birth attendants and utilization levels for the health system remain low. To help address the various problems arising from this situation, a program was initiated in 1991 to place trained midwives in all villages. By 1994 some 33.475 midwives had already begun to work in villages across the country.

In recognition of the important role that women play in the implementation of village health programmes and in health care in general, the Family Welfare Movement received both the Maurice Pate Award and the World Health Organization's Sazakawa prizes in 1988.

Children's health is of vital importance for women, both because of their primary role in child care and also because children's illnesses are thought to be a major cause of absenteeism among women in the formal labour force. There is wide regional variation in both infant and child mortality and, consequently, life expectancy. In 1992 infant mortality ranged from a low of 29 (female IMR, Jakarta) to a high of 123 (male IMR in NTB = province of West Nusa Tenggara). High infant and child mortality rates and low life expectancy at provincial level are generally associated with low levels of education for women.

Although the causes of infant death vary from region to region, estimates suggest that approximately one third of infant deaths are caused by diseases (tetanus, measles, diphtheria and whooping cough) that can be prevented through immunization. Diarhoeal disease is another major killer of infants and children in Indonensia.

Indonesia's infant mortality rate fell significantly during the 1980s and early 1990s (Table 20). Child mortality rates have

fallen similarly, from around 218 deaths per 1000 children under age 5 in 1971 to 81 in 1993. Female infant mortality rates are lower than those of male infants, reflecting the stronger natural constitution of female babies at birth.

Nutrional deficiencies affect the health status of both mothers and their children. Iron deficiencies are particularly serious among pregnant and lactating mothers, while protein energy deficiencies continue to affect a significant number of young children. The 1991 IDHS recorded 55% anemia among pregnant women. The 1986 and 1989 SUSENAS surveys suggest that infant and child malnutrition is declining. Moderate and severe malnutrition fell from 51% in 1986 to 46% in 1989.

Life expectancy at birth is an indicator of the health status of a population. As the largest proportion of deaths in developing countries occur during infancy and childhood, it closely reflects changes in infant and child mortality. During the 1980s, life expectancy in Indonesia at birth increased from around 52 years in 1980 to ± 60 (60 male, 64 female) years in 1993. As is usual in most populations that do not display strong son preferences, life expectancy is higher for women than men.

One of the key issues for women in the field of reproductive health is the high maternal mortality rate and the need for improved facilities for women in childbirth. Although good measures of maternal mortality are not available, it has been estimated that around 425 (1995) women die in childbirth or of related causes for every 100.000 live births. In 1993, about 60% of all deliveries were attended by traditional birth attendants of the family, with little or only minimal training. While this is higher than one might wish, it shows considerable progress over some years ago when an estimated 72.22% were assisted by untrained attendannts.

Despite the health risks, many rural women prefer the services of traditional midwives due to convenience, low cost and flexible payment arrangements, the aftercare offered and the comfortable atmosphere prevailing in home deliveries. However, it should be noted that Indonesia is a country of great variety and the range of patterns, is considerable.

Considering the high proportion of births delivered by traditional midwives remain major areas of concern in the Indonesian health system. A recent programme to introduce Midwives in the Village (bidan di desa) and a Village Delivery Post (Pondok Bersalin Desa) in every village, hope to address this problem. The Village provides the land, materials and labour for the construction of the Village Delivery Post. The Government provides the midwives and their basic salaries, although clients are also expected to pay a small amount for the services of the midwives.

Other programmes to provide improved health services to women at the village level include the establishment of Village Drug Posts, particularly in remote areas, and the implemetation of a community based health insurance scheme.

Family Planning

The quality of service is also an issue for family planning. Indonesia has successfully reduced population growth to only 1.3%, an achievement leading many to cite the Indonesian family planning programme as one of the most "successful" in the world. Methods which have been well received are primarily female methods. This fact is sometimes criticised.

An extensive network of family planning services provided through the National Family Planning Coordinating Board is integrated into the health system in both the Integrated Health Posts (Posyandu) and the Community Health Centres (Puskesmas). Act No.10/1992 Concerning the Development of Population and Prosperous Families stipulates that each citizen has the same rights ad responsibilities in their efforts to develop a healthy and prosperous family.

Family planning services expanded dramatically during the 1980s and '90s. In 1980, there were 5.609 family planing clinics. By 1992, the number had reached 11.643. Contraceptive prevalence levels are high, as is reflected by comparatively low and falling fertility. The percentage of couples using modern methods of contraception reached 47% in 1991, rising from 38% in 1987.

Fertility declined steadily during the 1980s, from an average of 4.1 children ever born in 1980 to 3.3 children ever born in 1990. Although relatively high by regional standards, a contributing factor has been an increase in age at first marriage. Another innovation is the introduction of contract doctors (Pegawai Tidak Tetap) to replace the civil service doctors formerly used to staff Community Health Centres (Puskesmas). These doctors will be paid a much higher salary than that of regular civil service doctors formerly used to staff Community Health Centres (Puskesmas). These doctors will be paid a much higher salary than that of regular civil service doctors to work for a period of three years after graduation. On completion of service, a small number of these doctors may be recruited to replace retiring doctors in government service, but most will be expected to remain in the private sector.

Abortion

In Indonesia abortion is not explicity stated in Act no.23/1992. But Article 15 (1) of the law mentions that in case of emergency where the mother's or the baby's life should be protected, a particular medical practice (meaning abortion) can be performed.

In article 2 of the same clause, the said particular action can be performed after having considered the following factors:

(1) based on a medical report which urge the action should be taken
(2) conducted by authorized experts
(3) with agreement from the pregnant mother, the husband or the members of the family
(4) specific facilities for that purpose.

In article 80 of Act no.23/1992, the violator of the article will be prosecuted: Any person who purposely caries out a particular medical practice (meaning abortion) towards the pregnant mother outside the requirements set out in Article 15 (1.2), will be convicted to an imprisonment for a term not extending 15 years and a fine not extending Rp 500 million (+ US $ 250.000).

The population of Indonesia has very mixed views on abortion. There is a strong opposition from the Moslem leaders and other religious institutions for legalizing abortion.

Other Services for Women

The Department of Social Affairs disseminates information and advocacy on socially transmitted diseases and the danger of

AIDS/HIV in the vicinity of the location for prostitutes, while the Department of Health provides clinics for checking up. The pap smear service is offered by gynecologists in private practice.

The Government has also intensified efforts to improve the nutritional status of Underfives, women, pregnant mothers and lactating mothers.

In terms of quantity, Indonesia has achieved a breakthrough in health care. Focus is now on upgrading the quality of services and the prevention of poor health in the first instance.

Indonesian women are not very health conscious. The life styles and conditions of working class women often do not permit them to think about their health. Therefore, relevant education and services have to be provided. Incidence of anemia is still fairly high among women. Providing services on the site of work or near the workplace together with social education is a strategy that should be seriously cosidered.

Women have a longer life expectancy than men and often find themselves alone and isolated in old age. Incentives and support should be provided for individuals to set up day care services for the elderly, for those who do not have anybody/children to take care of them. One useful strategy would be to provide training to individuals who are interested in providing services for the elderly.

ARTICLE 13

SOCIAL, ECONOMIC AND CULTURAL RIGHTS AND BENEFITS

Family Benefits

Indonesia does not have a comprehensive system of family benefits, through which all families benefit in a universal manner.

Allowance will be available for government civil servants. Married women civil servants whose husband also works in the public sector are considered single. Therefore the family allowance will flow through the husband. The husband will obtain family allowance for his wife and a maximum of 3 children. The amount given each month for each person is equal to US $ 10 per month. Tax relief is provided for government civil servants. Private sector employees enjoy a more substantial family allowance.

Since its introduction, the socio-economic conditions and needs of the country have changed and thus the system of family allowance within the public sector (Goverment Departments) needs to be revised and there is now a need to consider the development of a more comprehensive and responsive social benefit system.

Right to credit, loans, mortgages

Women have the right to seek bank loans, mortgages etc. As far as the bank loans are concerned, each case is determined depending on the viability of the project for which the loan is sought. A woman would require some one to guarantee or support her application. It does not have to be her husbad, though married women would probably use the husband as a guaranty.

With respect to mortgage, it would depend on ownership. If the husband and wife jointly own property, the husband's consent will be required.

In reality, most applications for housing loans are jointly

made and secured on bases of mortgages raised jointly and secured by husband and wife. A single woman can secure it by herself if she has the means to provide collateral asked for by the banks.

A program specifically for women is the P2W-IK (Programme to Increase the Role of Women in Small Industries) under the Department of Industry. It is intended for women aged between 18-60 in regular ecoomic activity who are heads of household, economically weak, dropouts from high school or without income. The program involves 120 Cooperative Enterprise Groups (Kelompok Usaha Bersama) in 24 provinces. Funds are provided by Bank Indonesia through Bank Rakyat Indonesia, with UNDP providing collateral. The programme is coordinated by the Minister of State for the Role of Women.

Right to Cultural and Recreational life

Women have the right to leisure, sports and cultural activities. The Minister of State for Youth and Sports provides for sports development talents. Women are given facilities and training to develop their skills.

Women are not debarred from going to the cinema and theatre or restaurants and other places on their own. However, Indonesian society is oriented to recreation in groups, not individually.

In reality, for most women, there is very little time for leisure and recreationn, particularly for married women who are caught between responsibilities of the workplace and home.

Further ecessary measures

The system of family allowance in the public sector should be reviewed as the present amount is too diminutive. Family benefits

should also help large families, especially if the children are still at school. But under the present system only three children below the age of 17 years are eligible which is connnected with the Family Planning Program.

"Consciousness raising" task need to be undertaken to help the population understand the importance of leisure. Both men and women need to be made aware of this area although women need a greater focus given that they are the ones deprived most of leisure and recreationn.

ARTICLE 14

RURAL WOMEN

Government programmes specifically designed to support the advancement of women in rural areas, government programmes are as follows:

The Family Welfare Movement (PKK), officially recognized as a national movement in 1975, is a voluntary movement mainly of women and focused mainly in village neighourhoods. At present around 2 million PKK volunteers are actively involved in village developmet programmes in more than 66.000 villages throughout Indonesia. PKK has ten major programmes: the comprehension and practical application of Pancasila (the state philosophy), fostering mutual self-help, nutrition, clothing, housing and home economics, education and skill training, promotion of cooperatives, protection and conservation of the environment, and appropriate domestic planning. all are primarily concerned with women's domestic roles as housewives and mothers. PKK is resposible for implementing government programmes for women at the village level.

The structure of PKK is throughout integrated with government

and forms an important mechanism for women's participation in development. Its activities are supervised and monitored by motivating teams formed at local, provincial and national levels. The Chairperson of the PKK Motivating Team is the wife of the Minister of Home Affairs, while the governor's wife chairs the Provincial Motivating Team, the wife of the Regent (Bupati) chairs the Regency Motivating Team, and so on. Since 1993/1994 each PKK at village level receives a grant of Rp.900.000 annually in Presidential Aid. At the village level, the PKK forms a section of the Village Community Resilience Body (LKMD), the membership of which are also volunteers. This is an important mechanism for women's participation in development at the local level, because the LKMD is responsible for facilitating community participation in the planning and implementation of local development activities. The chairperson of the village PKK Motivating Team also serves as the vice-chairperson of the Village Community Resilience Body.

The Integrated Program for Enhancing the Role of Women towards Healthy and Prosperous Families (P2W-KSS), introduced in 1980, has been developed and expanded, covering approximately 7.832 villages in 3.902 districts in all regencies and municipalities in all 27 provinces. An important focus of anti-poverty efforts, this cross-sectoral program is coordinated by the Office of MRW at the central level, and at the provincial level by the Governor/Regent/Mayor or District Head assisted by the LKMD.

Each year, two sub-districts in each regency are designated by the Regent/Mayor for participation in the P2W-KSS programme. The programme is targeted toward women aged 10-45 years in families that have low education, low health status, low levels of income in villages that are socially or economically deprived. Special attention is also paid to female headed households, widows

and divorcees.

The specific objectives of the programme are to promote the knowledge, skills and more positive attitudes among the target women; to foster the physical and mental development of Under-five children and adolescents, to promote family health, particularly by reducing fertility and infant mortality, and to improve the quality of life of women and their families.

A program specifically for women is the P2W-IK (Programme to Increase the Role of Women in Small Industries) under the Department of Industry. It is intended for women aged between 16 and 60 in regular economic activity who are heads of households, economically weak.

Building on the participatory and targeted micro-level approach of the P2W-KSS, a new programme for Backward Villages, Inpres Desa Tertinggal (IDT) has been recently introduced for full implementation in 1994. A total of 20.633 backward villages have been identified for 1993, 6.188 in Java-Bali and 14.455 outside Java-Bali. Under this programme, funding from a World Bank loan will be distributed directly to the sub-district level through Bank Rakyat Indonesia to village self-help groups, including the PKK and its Dasawisma (groups of ten households) women's groups. This integrated programme will emphasize community participation, village self-reliance and decentralization, and will also seek to actively involve women and womwn's groups.

Village self-help organizations will be responsible for determining how funds are to be used, within the guidelines issued for the programme and with technical advice from specially designated Vilage Advisers (Pendamping). Each village self-help group will be assisted by an Adviser drawn from field staff of government agencies at the sub-district level, who will be

provided with special training to enable them to function as facilitators, communicators and motivators. It is intended that funds under the IDT programme should be provided by government, and should produce immediate returns that can be widely shared within the community, develop local potential under community control, produce marketable outputs, fulfil immmediate needs, and be socially and culturally sensitive, environmentally appropriate and ecologically sustainable. Although not explicit in the recently issued Guidelines for the programme (October 1993) women's groups are regarded as a key mechanism for the successful implementation of this programme, particularly because of the good record of women's groups in managing funds at the local level.

The Indonesian economy has recorded a healthy rate of growth in GDP throughout the 1980s. The average rate of growth in 1967 and 1981 was 7.7 per cent (1973 constant prices). This fell to 3.3. per cent in 1983 due to the global economic crisis, and was only 3.6 per cent in 1987 (1983 constant prices). The government responded to the crisis by deregulation of the economy and implementing policies to boost non-oil exports. Structural adjustment measures were also undertaken, including devaluation and a more actively managed exchange rate, strong fiscal policy measures to mobilize resources and restrain public expenditures, tax reform, trade reforms, deregulation and debureaucratiation.

Growth recovered to 7.4 per cent in 1990, falling slightly to 6.6 per cent in 1991. Almost 70 per cent of the population in 1990 lived in rural areas. The agricultural lalbour force grew at an average annual rate of 2.2 per cent between 1985 and 1990, compared with total labour force growth of 3.3 per cent per annum. The importance of agriculture is declining in relative terms but continues to provide work for the largest part of the female labour force. The share of agriculture in the total labour force declined from 54 per cent in 1980 to 49 per cent in 1990, but 50

per cent of the female labour force in both 1980 and 1990 were employed in agriculture. Only 54 women were employed in agriculture for every 100 men.

Agriculture

Although, because of technical difficulties in comparing labour force data from the censuses and surveys such as SUPAS, Table 17 should be interpreted with care, it shows little change in the sex composition of the agricultural labour force over the period 1985-1990. The female agricultural labour force increased somewhat more slowly than the male, leading to a slight decline in the sex ratio. Approximately half of both the female and male labour forces were employed in agriculture in 1990, a decrease of 7 per cent from 1980 for men but only 4 per cent for women. As a result of the slower decline for women, the ratio of women to every 100 males increased from 46 to 54.

While the bulk (99 per cent for both men and women) of employment in agriculture is designated as informal under the Central Bureau of Statistics classification system, almost 39 per cent of female formal sector employment was in the agricultural sector in 1980. This had declined to only 24 per cent by 1990. Of female employment in the informal sector, 57 per cent was in agriculture in 1980, increasing slightly to almost 60 per cent in 1990 (ILO, A Comprehensive Women's Employment Strategy for Indonesia, June 1993: Table 3.11).

Due to the difficulties in comparing the SUPAS with the censuses, particularly in relation to unpaid family workers. Table 23 compares the employment status of the agricultural labour force between 1980 and 1990. The percentage of women working as unpaid family labour increased from -1 to 58 per cent during the decade, while the percentage of women working as employees fell from 17 to

14 per cent. However, the number of female employees increased.

With the overall increase in the proportion of women in the total labour force, women have made inroads into the non-agricultural sector. However the growth of the employment in agriculture has been greater for women than for men leading to a feminization of the agricultural workforce (ILO, A Comprehensive Women's Employment Strategy for Indonesia June 1993:30). During the 1980s, the annual increase in the number of females in the agricultural labour force was almost as large as the increase for men although the male agricultural labour force is almost twice as large.

It is not clear to what extent this is due to a decline in the under-enumeration of female workers in agriculture. The agriculture sector is continuing to absorb large numbers of female workers although this trend is associated with the marginalization of women workers, rather than more positive development processes.

Modernization and commercialization have tended to reduce women's paid employment, while increasing their unpaid labour inputs on family farms. There is considerable evidence that "current agricultural practices, especially for direct planting and increased use of herbicides, are seriously displacing large numbers of women (since transplanting and weeding have been traditionally the work of women) and that these numbers will grow in the REPELITA VI period "(Naylor Rosemary," Labour-saving technologies in the Javanese rice economy: Recent development and a look into the 1990" Bulletin of Indonesian Economic Studies 1992, 28 (3): 71-91). It is estimated that direct seeding and herbicides will reduce labour hours per hectare from 1.460 to 625 per year in Java (Naylor, 1992). Most of these hours saved will have been provided by women.

Moreover "the increasing reliance of farmers on formal institutions for inputs such as fertilizers, seeds, credit and information, as well as agricultural extension facilities hinders female farmers since they are often excluded from all of those because of personal characteristics which disqualify them (illiteracy, absence of official land rights), because of pre-conceived attitudes on the part of officials, or because of ill designed programmes (Smyth, 1991 cited in ILO, 1993:31).

Male outmigration from rural areas has increased the share of agricultural responsibilities carried by de facto female household heads. However, this expanded role has not been recognized by the authorities, particularly extension services (Carol B. Hetler, "Female headed households in a circular migration village in Central Java, Indonesia". Unpublished PhD thesis. Department of Demography, Australian National University, 1986). Contractual arrangements between large plantations and small holdings, which are increasingly promoted as part of the move to privation and commercialization, often result in women providing their labour free as unpaid family workers. Not only does their workload increases, but they have no independent income, no recognition, and no official claim to the land (While, 1989 cited in ILO 1993:31).

Women's earnings in agriculture are the lowest among the sectors in the economy, although more than half the female labour force works in agriculture. However, it is difficult to examine male-female differentials due to the extensive gender-based division of labour in agriculture. The income of women in the agricultural sector is almost half that of men in 1990, women earned an average monthly income of only Rp.27,225 compared with Rp.53,219 for men Table 3.3 Biro Pusat Statistik, Indikator Sosial Wanita Indonesia 1992). Women's earnings in agriculture often include a substantial component paid in kind and in exchange

labour particularly in the form of a share of the harvested crop. This is often one of the most important sources of family income for rural households (ILO, 1993:45).

Acces to credit

A number of government programmes offer small-scale credit to both women and men (Table 24). The KUPEDES (Kredit Umum Pedesaan - General Rural Credit) scheme operates through the village sub-branches at sub-district level of the government-owned commercial bank, Bank Rakyat Indonesia. Loans range from Rp.25.000 to Rp.25 million for virtually any productive purpose. Repayment schedules for working capital are 3-9 months with a grace period. Single payments range from 3-12 months. The interest rate is 22 per cent per month with 0.5 per cent refunded for payment on time. Borrower's applications must be signed by the village head and the borrower's spouse. Collateral must cover the value of the loan in the form of land, building, vehicles or other property. Women's participation is between 25 and 35 per cent.

Women's participation is higher, around 60 per cent, in the District Credit Bodies (BKK), which provide small, short-term unsecured loans and accept savings deposits from the rural poor in Central Java. In addition, market clients are serviced by a mobile service to local markets once a week. BKKs are locally administered, and local officials assist in evaluating borrowers. The signature of the village headman is required for loans over Rp.25.000 but approval is not required for smaller loans. BKK-type institutions operate in East Java (KURK), West Sumatera (LPN), Bali (LPD) and West Java (LPK). Effective interest rates vary from 29 per cent per annum for a 48-week KURS loan to 130 per cent annum for a 122-week BKK loan.

Other schemes include those operated through the Village

Cooperative Units (KUD). The major KUD program for poor women is the Kredit Candak Kulak (KCK), which provides small loans of Rp.5.000 - 50.000 without collateral or security. Women appear to constitute the majority of borrowers in this program. The PKK also provides small loans to women, but these seem to be mainly for consumption purposes.

A program specifically for women is the P2W-IK (Programme to Increase the Role of Women in Small Industries) under the Department of Industry. It is intended for women aged between 16 and 60 in regular economic activity who are heads of household, economically weak, dropouts from high school or without income. The program involves 120 Cooperative Enterprise Groups (Kelompok Usaha Bersama) in 24 provinces. Funds are provided by Bank Indonesia through Bank Rakyat Indonesia, with UNDP providing collateral. The programme is coordinated by the Office of MKW.

A project based on the Grameen Bank model has been piloted by the Indonesian Institute for Banking Development (LPPI) in conjunction with the Centre for Socio-Economic Research in the Department of Agriculture's Research and Development Unit (PPSEP). In 1990, 90 per cent of participants in this project were women. The National Family Planning Coordinating Board (BKKBN) provides loans for family planning acceptors and other women of childbearing age as an incentive for participation in the family planning programme under the P2K programme. Loans of Rp.500.000 to 1.500.000 are provided to membrs of selected groups of whom at least 55 per cent should be family planning acceptors as start-up capital. Repayments to BKKBN are used to establish P2K programmes in other villages. Loans for 3 or 7 months are provided with interest of 3.3 and 2.9 per cent, respectively. In addition, there is a compulsory savings requirement equal to one-month's interest and the loans are guaranteed by the group.

/...

Women prefer to pay higher interest rates rather than face administrative bureaucracy and less flexible repayment conditions of formal sources of credit. Women face many institutional obstacles to obtaining credit. For example, land is often used for collateral but most land titles are in a man's name, even when the property is jointly owned.

Difficulties/Problems Encountered by Rural Women

The sex-based division of labour within the household creates a heavy burden and long working hours for women farmers. While the women participate actively in on-farm and off-farm labour, men's share of domestic work and child care remains small. For example, a study of 2.152 households in six provinces in 1992 found that 95 per cent of cooking, 91 per cent of washing clothes, 82 per cent of cleaning of house and yard and 86 per cent of marketing was carried out mainly by women. In 66 per cent of households, water was also collected mainly by women. Of households with children 91 per cent of child rearing, 89 per cent of bathing of children, 74 per cent care of sick children, and 55 per cent of visits to take a child to a health provider were also mainly carried out by women (Figures calculated from Table 11.4 in Paulus Tangdilintin, "The integration of women's concerns in development planning: Case Study, Indonesia" using data from Mary Judd, Water Supply and Sanitation (WSSPLIC) Household Survey from Six Provinces, June/July 1992.

In addition to the sheer hard labour, the burden of domestic work often restricts women's access to information and extension activities, and reduces their capacity to participate effectively in decision-making within the household, particularly in relation to farming activities. Lack of participation in decision-making is

both a cause and a consequence of women's low status within the household.

Women farmer's access to information on agriculture is also due to gender bias within agricultural programmes. Extention activities for women tend to concentrate on such areas as home gardens and herbal gardens for spices and traditional medicines. Despite considerable statistical evidence to the contrary, planners and programmers seem to assume that women are not involved in the production of major crops, or that their role is a subsidiary one that does not require technical information.

The limited numbers of female agricultural extension workers is another factor restricting women's access to inforrmation, particularly in areas where cultural barriers affect interaction between male extension workers and female farmers. Even where such barriers do not exist, male extension workers are often reluctant to deal directly with female farmers, preferring to deal with their husbands.

Despite the large numbers of women studying in agricultural secondary schools and universities, few women obtain employment in field positions due to a perception that such work is not appropriate for women. More women are to be found working as subject specialists, although very few reach senior levels in government agricultural services.

Women's lack of direct access to land, which is related to some systems of inheritance and the role of customary law in land and property matters, also restricts their access to credit, and therefore to other commercial inputs. A further problem is the requirement for their husband's agreement to land or credit transactions. Although husbands are now also required to obtain their wives' permission for such transactions, because of their

higher status and greater power within the household this is a less onerous restriction.

Due to the lack of sex-disaggregated administrative data from the banking system, it is difficult to identify the extent of women's participation in the formal credit sector. In the informal sector the use of credit for productive purposes is often mixed with credit for enterprises managed by men and vice versa, creating additional difficulties in identifying the extent of women's participation and the impact of credit schemes on women's roles and status.

A further problem related to the types of businesses that women operate. Since women tend to operate small businesses that are more compatible with their domestic role and enable them to retain control, their needs for credit are small-scale with comparatively high administrative costs per transaction.

ARTICLE 15

EQUALITY BEFORE THE LAW

Pancasila (The Five Basic Prinsciples), the State Philosophy on which the Indonesian way of life is based, makes no distinction between women and men. The 1945 Constitution guarantees that every citizen enjoys equal rights and obligations for women and men in the fields of education, law, health, political participation. The Agrarian Act of 1960 guarantees the right of women to own land.

Based on Pancasila and the Constitution, the Broad Gudelines of State Policy are issued every five years to provide the basis for policy formulation and planning. Legislation, regulations and policies thus reinforce the guarantees set out in the State Philosophy and the 1945 Constitution.

Since 1978, equality of opportunity for women has also been specifically emphasized in the Broad Guidelines of State Policy (GBHN).

The 1993 GBHN declares that:

"Women as citizens as well as human resources for development have the same rights, responsibilities and opportunities as men in all aspects of development activities. The enhancement of women's role as equal partners of men is to be directed to increasing their active participation in development activities".

The Five Year Development Plan known as Repelita, based on the Broad Guidelines of State Policy, set out the general development plans and programmes to be implemented through the annual project planning and budgetery process. Each Repelita since 1978 has included a special chapter on women in Development (refer to article 2 in Part II in the preceeding pages).

Indonesia's commitment to the more equal sharing of power and decision making between women and men is reflected in the signing of the Convention on the Elimination of All Forms of Discrimination Against Women in 1980 and ratification in 1984 through the passing of Act no.7 of 1984.

Action Taken By Government of Indonesia with respect to Article 15

As referred on the first part of the report under chapter on Legal and Social Framework, the Government of Indonesia utilized the already established institution - Office of the State Minister for the Role of Women - to work on the issue of discrimination based on sex. The government approach, under its working groups is to identify discriminatory legislation in the first place and then make the necessary amendments.

The working group of the Office of MRW consisting of experts from various relevant ministries from i.e. Dept. of Justice, etc. meets at least once a month to study, analyse, identify issues related to the advancement of women, to discriminating legislation and propose necessary amendments. The results of the working group are reported to the State Minister as inputs for programmes and policy implementation and their future improvement. This document was also the basis for government action in the process of developing legislation to provide equality for women.

In summamry, the working group of the Office of MRW reported the following amendements:

- Amendments to Marriage Law no.1/1974 and Government Regulation no.9/1975 on the Implementation of Marriage Law. The substances to be amended were articles concerning the marriage foundation; marriage requirements, joint property, marriage dissolution, sanctions for violaters etc.
- The proposed amendments were of the Marriage Act which reflected more on the enforcement of law by the violaters. Other proposal was to review and eradicate articles which were discriminative to the advancement of women.
- The working group also proposed to review and revise Act no.1/1951 on the Reenactment of labour Force Acts no.12/1948, no.14/1969 and no.1/1970 on Worker's protection. The components proposed to be amended were articles on jobs for women workers, working time and break time; work place, requirements for work safety for workers including women workers; minimum standard of payment; menstruation and pregnancy leaves; working protection for women in public and private sectors. The proposed revisions were the availability of the concrete laws to protect and increase the productivity of women workers as well as to guarantee their welfare.

Following the demands made by the Office of MRW's Working Group, the Government of Indonesia amended the laws relating to marriage, to protection of women workers, some of the improvements resulting from the amendments include:

- The marriage ages as stipulated in the marriage law were 19 men and 16 for women. With regard to increase the health of women and women's opportunities, the government has recommended that the marriage ages are preferably 25 for men and 20 for women.
- Polygamy practice is made difficult and a lot of requirements are required to fulfill this proposal all of which to protect women and children from being neglected and abandonned.
- Women workers are not allowed to work at night, unless specific requirements are provided such as transportation, enough lights, enough security, shift working hours, and other protection needed.
- Women are not allowed to work in mining and other dangerous working places to protect their reproductive functions and dignity, self-esteem as women.
- Married women can set up trades and business for which they do not require the husbands' permission. Although the legal provision exists, because of culture and customs, women are reluctant to set up any business without the consent and approval of the husband or fathers.
- In principle, Indonesian citizens are free to choose their residence. However, after marriage usually residence is selected by both husband and wife.
- Working women/women who have the financial means are free to purchase their own homes and do not require the consent of anyone.

Overall, the situation reflects that women are given equal legal status in most laws. However, amending laws alone will not be enough. It is also the social attitudes which must be changed to allow equality to women.

ARTICLE 16

MARRIAGE AND FAMILY

The Indonesian population is not a homogenous nation. It consists of several hundred indigenous ethnic groups, and moreover there are other segments of the population who are descendants of Chinese, Indians, Arabs, Europeans (mostly Dutch) and others.

The former colonial (Dutch) government classified the population under 3 (three) groups:

a. Europeans (mostly Dutch, but also Japanese);

b. Foreign Orientals (Chinese, Arabs, Indians etc.);

c. Indonesians (natives).

Because of this plurality and also because of the diversity of religions embraced by the population, marriage was peformed under a plurality of regulations.

In January 1974 the Government promulgated Act (or Law) No.1/1974, known as the Marriage Act. This Act went into effect after the issuance of Government Regulation No.9/1975, which contains more detailed directives for the application of the law. Act No.1/1974 on Marriage does not entirely revoke the plurality of regulations concerning marriage, prevailing under the diverse religious beliefs, however this Marriage Act contains a set of coherent and obligatory principles, which apply to all Indonesian citizens regardless of his/her religion.

These basic principles are:

1. Both men and women have the right to enter into marriage.
2. There is a minimum age for marriage, namely 16 yers for girls and 19 years for boys.
3. The consent of both bride and groom is required (obligatory).

4. Marriages must be registered in official registers.
5. Both husband and wife has the right to perform legal actions (legal capacity).
6. Poligamy requires the consent of the wife and approval of a court of law, only for reasons set out by the law.
7. Property acquired during marriage is common property.
8. Dissolution of marriage must be decided by a court of law (not by repudiation), and for reasons set out by the law.

These principles and many other provisions in the Marriage Act aim to protect women (and children) and raise their status in marriage. As part of the overall planning to slow population growth young people are encouraged to marry at a more mature age, preferably over 20 years of age.

Right to a name

A married women usually assumes the name of her husband, but she can also retain her maiden name, especially when she is pursuing a career. There is no legal regulation concerning this matter.

In fact there is as yet no law that requires a citizen to have a family name or surname. A child is given a name which is registered in his/her birth certificate. Some people add their father's name to their given name as a family name. Several ethnic groups have a clan name, for instance the Batak, Manado and Ambon, and the clan name is regarded as the family name or surname, and is usually added to the given name.
Because of this custom no one is actually without a name.

Both men and women have the same right to enter marriage and the marriage can be carried out based up on an agreement between both girl and boy (a man & woman). The legal age for marriage is

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16 for girls and 19 for boys, but the government encourages them to marry later as of 20 for girls and 25 for boys. This should give the opportunity for girls to continue their education and to be more mature in marriage life. In spite of this, the majority of girls and boys in rural areas still marry below the ages required by the government. Culturally, girls under 18 are most vulnerable and may have little say in a marriage arranged by their parents. However, the trend in Indonesia is to marry off their children with their consent; although arranged marriages one still popular in the villages, love marriages are now becoming common.

The management of home and child rearing

The law provides that both husband and wife are responsible for maintaining the house and caring for the children.
It is the duty of the husband to provide for the food and jointly undertake household responsibilities as presented by law. Either party has the right to conduct legal actions, although the husband is the head of the family and the wife is the mother of the household.

The responsibility of the husband and the wife towards their children shall be in force until the children are married or are able to support themselves and shall continue to be inforce notwithstanding the marriage between both parents having been dissolved. On the other hand, when the children have attained maturity, they shall have the responsibility of maintaining to the best of their ability these parents and the members of the family in a straight ascending line, if they are in need of such assistance.

The decision to have children

In principle, the law porivides for sharing and joint

decision making and this could be extended to the decision to have children. The Government's compaign declared that family should have no preference, a boy and a girl are the same and two children are enough. However, the son is still prized and a woman may continue to have children in the quest for a male child. A woman cannot be sterilised without the consent of the husband but family planning clinics do not demand consent of husbands or parents if a women wishes to have recourse to reversible family planning methods.

The fact that Indonesia is cited as a success story in family planning, reflects that women are encouraged to practice birth control.

The National Family Planning Coordinating Board also carries out campaigns on family planning on television, radio and other mass media. The Head of the Bureau, who is also the Minister of Population is very keen on campaigning for family planning at central and provincial levels.

Divorce

When a husband or wife who have married according to the Moslem Religion wishes to divorce his/wife, a letter shall be submitted to the court in his/her district, containing a notification of his/her intent to divorce his wife/her husband accompanied by the reasons, and shall request the court to hold a session for such a purpose.

The court concerned shall study the contents of the letter referred to in the above mentioned article and within a period of time not exceeding 30 days shall summon the petitioner and also his wife/her husband with a view to obstaining the full facts concerning the intent to divorce.

A divorce may be permitted if one of the parties:

a. has committed adultery or has become a drunkard, a narcotics addict, a gambler, or anything else that is difficult to cure;

b. has abandoned the other party for 2 (two years) in succession without permission from the other party and without any valid reason or due to force majeure;

c. has been sentenced to a prison term of five years or longer after the mariage had been performed;

d. has resorted to cruelty or maltreatment of his/her partner, endangering life of the other party.

e. has suffered a physical disfigurement or malady with the consequence of being unable to perform the duties of a husband/wife.

f. constant disputes and quarrels have occured between husband and wife without any hope of living together peacefully in a household.

Regarding the suit for divorce for reason of either party having been sentenced to a prison term of five years or to a more severe sentence, a copy of the judgement of the court that passed the decison on the case, accompanied by the affidafit stating that the judgement has become final.

Divorced parties are allowed to remarry. A women can contract a second marriage:

a) If the marriage has been terminated due to death, the waiting period shall be 130 days;

b) If the marriage has been dissolved due to divorce, the waiting period for those who are still menstruating small be three times of menses with a minimum of ninety days and for those who have stopped menstruating shall be 90 days.

c) If the marriage has been dissolved while the divorcee is pregnant, the waiting period shall be until childbirth.

d) There shall be no waiting period for the divorcee whose

marriage has been dissolved if there has never been sexual intercourse with her former husband.

This provision does not apply to men.

Property and Alimony

Property acquired during marriage shall become joint property. With respect to joint property, either the huband or the wife may act by virtue of an agreement between both parties.

Property brought in by the husband or the wife respectively and property acquired by either one of them as a gift or an inheritance shall be under the respective control of either one of them, provided the parties have not decided otherwise. With respect to property brought in by the husband and the wife respectively, each one has the fullest right to conduct legal actions with regard to their respective individual property.
In the case of a marriage has been dissolved on account of a divorce, the joint property shall be dealt with according to the respective law.

The consequences of the dissolution of a marriage on account of a divorce are as follows:

a) The mother as well as the father shall continue to have responsibility of maintaining and educating their children, solely by virtue of the interests of the children. In the case of a dispute concerning the custody of the child/children, a court of law shall render its judgement;

b) The father shall be accountable for all expenses related to the maintenance and education needed by the children. In the case of the father being in fact unable to discharge his responsibility, a court of law may decide that the mother shall share the burden of the expanses referred to.

c) A court of law may confer the obligation upon the exhusband to

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pay alimony and/or determine an obligation to the ex-wife.

CONCLUSION

The preceding report has examined each of the 16 articles of the Convention on the Elimination of All Forms of Discrimination Against women in connection with the Indonesian reality. It has tried to illustrate the important legal and administrative provisions that have been adopted to deal with the issue of discrimination and equality of opportunities.

However, even if legislation provides for equal rights and responsibilities, mentalities and cultural practices still constitute obstacles which make change to be a slow and gradual process.

The Government of Indonesia, however, declares its strong commitment and political will to achieve concrete equality and eradicate existing discrimination as it considers the participation of women and their full integration in national development and society as essential elements for development and establishement of true democracy.

Jakarta, August 1996

Table 1

AGE GROUP	URBAN			RURAL			URBAN		
	Male	Female	Total	Male	Female	Total	Male	Female	Total
(1)	(2)	(3)	(4)	(5)	(6)	7)	(2)	(3)	(4)
0 - 4	3 014 639	3 835 223	5 869 873	7 746 220	7 389 051	15 135 271	10 760 859	10 224 285	20 985 144
5 - 9	[illegible]	3 186 201	6 561 198	8 571 058	8 108 762	16 679 860	11 928 095	11 294 963	23 223 058
10 - 14	[illegible]	3 110 484	6 325 905	7 828 706	7 327 530	15 156 236	11 044 127	10 438 014	21 482 141
15 - 19	3 246 043	3 459 221	6 706 264	6 273 397	5 967 322	12 220 719	9 520 440	9 406 543	18 926 983
20 - 24	2 940 745	3 180 591	6 121 336	4 622 540	5 384 466	10 007 006	7 583 305	8 565 057	16 128 362
25 - 29	[illegible]	[illegible]	5 346 072	4 834 463	5 432 995	10 267 458	7 457 150	8 166 380	15 623 530
30 - 34	[illegible]	[illegible]	4 184 117	4 360 194	[illegible]	[illegible]	[illegible]	[illegible]	[illegible]
35 - 39	[illegible]	[illegible]	[illegible]	[illegible]	[illegible]	[illegible]	[illegible]	[illegible]	[illegible]
40 - 44	[illegible]	[illegible]	[illegible]	[illegible]	[illegible]	[illegible]	[illegible]	[illegible]	[illegible]
45 - 49	[illegible]	[illegible]	[illegible]	[illegible]	[illegible]	[illegible]	[illegible]	[illegible]	[illegible]
50 - 54	[illegible]	946 [illegible]	1 872 772	2 362 [illegible]	2 452 011	4 814 414	3 289 190	3 198 396	6 487 586
55 - 59	[illegible]	783 226	1 331 452	1 693 395	1 806 850	3 500 245	2 121 621	2 510 076	4 631 697
60 - 64	[illegible]	615 951	1 192 000	1 [illegible]	1 691 431	3 136 451	2 219 069	2 307 382	4 526 451
65 - 69	[illegible]	380 116	726 966	[illegible]	1 040 446	2 322 758	1 329 162	1 420 562	2 749 724
70 - 74	227 823	274 694	502 517	718 053	808 456	1 526 509	945 876	1 083 150	2 029 026
75 +	204 980	289 808	494 788	662 656	814 912	1 477 568	867 636	1 104 720	1 972 356
Not Stated	540	462	1 002	1 665	1 748	3 413	2 205	2 210	4 415
Total	27 683 319	27 750 471	55 433 790	61 692 358	62 121 634	123 813 993	89 375 677	89 872 186	179 247 783

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Table 2

Organizational structure of the Office of the State Minister for the Role of Women

THE OFFICE OF THE STATE MINISTER FOR THE ROLE OF WOMEN

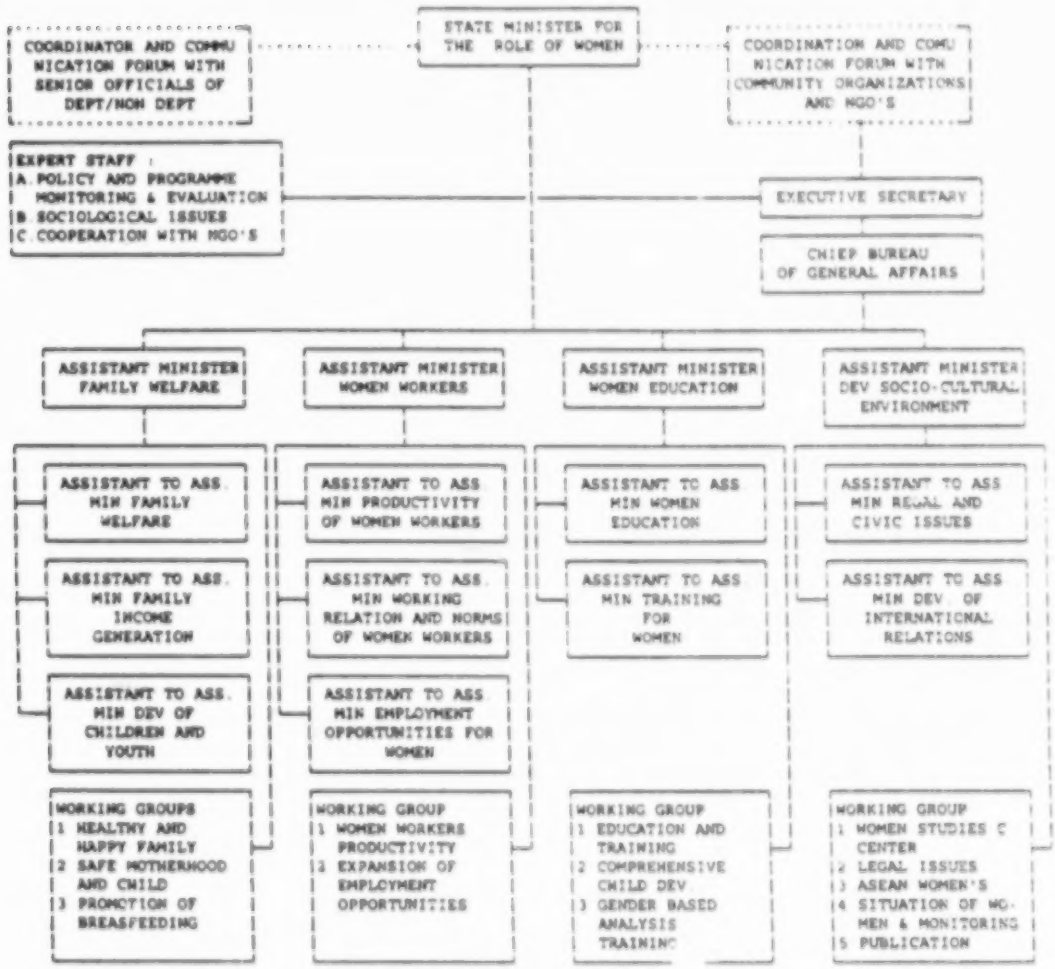
STATE MINISTER FOR THE ROLE OF WOMEN
COORDINATOR AND COMMUNICATION FORUM WITH SENIOR OFFICIALS OF DEPT/NON DEPT
COORDINATION AND COMMUNICATION FORUM WITH COMMUNITY ORGANIZATIONS AND NGO'S
EXPERT STAFF :
A. POLICY AND PROGRAMME MONITORING & EVALUATION
B. SOCIOLOGICAL ISSUES
C. COOPERATION WITH NGO'S
EXECUTIVE SECRETARY
CHIEF BUREAU OF GENERAL AFFAIRS
ASSISTANT MINISTER FAMILY WELFARE
ASSISTANT MINISTER WOMEN WORKERS
ASSISTANT MINISTER WOMEN EDUCATION
ASSISTANT MINISTER DEV SOCIO-CULTURAL ENVIRONMENT
ASSISTANT TO ASS. MIN FAMILY WELFARE
ASSISTANT TO ASS. MIN FAMILY INCOME GENERATION
ASSISTANT TO ASS. MIN DEV OF CHILDREN AND YOUTH
ASSISTANT TO ASS. MIN PRODUCTIVITY OF WOMEN WORKERS
ASSISTANT TO ASS. MIN WORKING RELATION AND NORMS OF WOMEN WORKERS
ASSISTANT TO ASS. MIN EMPLOYMENT OPPORTUNITIES FOR WOMEN
ASSISTANT TO ASS. MIN WOMEN EDUCATION
ASSISTANT TO ASS. MIN TRAINING FOR WOMEN
ASSISTANT TO ASS. MIN REGAL AND CIVIC ISSUES
ASSISTANT TO ASS. MIN DEV. OF INTERNATIONAL RELATIONS
WORKING GROUPS
1 HEALTHY AND HAPPY FAMILY
2 SAFE MOTHERHOOD AND CHILD
3 PROMOTION OF BREASFEEDING
WORKING GROUP
1 WOMEN WORKERS PRODUCTIVITY
2 EXPANSION OF EMPLOYMENT OPPORTUNITIES
WORKING GROUP
1 EDUCATION AND TRAINING
2 COMPREHENSIVE CHILD DEV
3 GENDER BASED ANALYSIS TRAINING
WORKING GROUP
1 WOMEN STUDIES C CENTER
2 LEGAL ISSUES
3 ASEAN WOMEN'S
4 SITUATION OF WOMEN & MONITORING
5 PUBLICATION

Table 3

Sex composition of the employed labour force - 1980 and 1990

(percentage)

Sector	1980			1990		
	Male	Female	Female per 100 males	Male	Female	Female per 100 males
Agriculture	57	54	46	50	50	54
Manufacturing						
Mining	1	0	18	1	0	21
Industry	9	12	81	10	14	81
Utilities						
Construction	5	..	3	6	.	2
Service	29	32		32	35	63
Trade, restaurants and hotels	10	19	92	12	20	93
Transport and communications	4	..	2	6		2
Banking and finance	1	..	20	1	1	30
Government, commercial and personal service	14	13	45	13	14	60
Other	1	1	72	1	2	196
TOTAL	100	100	49	100	100	56

Source : Central Bureau of Statistics, Population Censuses 1980 and 1990

Table 4

Mechanisms for promoting the advancement of women in Indonesia

A GOVERNMENT

Mechanisms	Function	Mandate Provision
Broad Guidelines of State Policy (GBHN)	Sets guidelines for policy for the next five years	Since 1978, has included a special chapter on women (See table 2)
Five Year Development Plan (REPELITA)	Sets out development programs for the next five years	Since 1978, has included a special chapter on women (See table 2)
State Minister for Role of Women (MENUPW)	Sets formulation Coordination Advocacy	Policy recommendations to government. Coordinates development projects on women implemented by sectoral agencies
Consultation and Coordination Meeting between State Minister for the Role of Women and sectoral Echelon 1 officials	To review annual sectoral budgets and programme formulation on women and to assess programmes (held twice a year)	Input to sectoral budgeting and programming
Working Group (POKJA) under Assistant Minister from the State Ministry for the Role of Women	Inter-sectoral coordination of planning, implementation, monitoring and evaluation of programmes related to women	Representatives of sectoral department, PKK, national women's organizations and the private sector
Bureau of Planning in each Department is the focal point for women in development	Sectoral coordination of planning implementation, etc for programmes related to women	
Provincial and District Management Teams for the Advancement of Women	To oversee and coordinate the implementation of development programmes related to women at the provincial and district level	Chair-Vice-Governor, Vice-Chairman - Head of Provincial Planning Board (BAPPEDA), Secretary-Provincial Assistant Secretary for People's Welfare (Sekwilda, Kesra)
Women's Studies Centres in government and private universities	To conduct research and action programmes on women in the province, analyze the situation of women, identify problems and make recomendations to the Provincial and District Management Team	The Head of Women's Studies Centre is a member of the Provincial and District Management Team for the Advancement of Women.

B SEMI-GOVERNMENT/NON-GOVERNMENT

Organization	Membership	Mandate/Function	Activities
National Commission of the Status of Women (KNKWI)	Representatives of women's organizations & technical department Presidum, 3 members from women's organization and 2 from government	Collect data on the situation of women. Make recommendation to government	Committies on, morals and religion; education and culture, health and social affairs, manpower and politics; law and the family
Indonesian Women's Congress (KOWANI)	Representatives of 68 women's organizations	Umbrella organization for women's group, participates in policy formulation (GBHN), planning and implementation through formal cooperation with most government agencies	Political lobbying advocacy Coordination of member organizations' activities Social control
Dharma Wanita	Wives of civil servants	Support government social development programmes	Kindergartens and school for the handicapped, functional literacy, family planning, health and nutrition, environmental preservation, cooperative
Dharma Pertiwi	Representatives of wives associations in the armed service and police force	Umbrella organization for wives associations in the armed service and police force	Kindergartens, schools for the handicapped, social welfare activities targeted toward members
Family Welfare Movement (PKK)	Grassroots voluntary movement initiated, coordinated and supervised by government.	Facilitates government programmes for women at the regional levels, implements women's participation in development programmes at the village level	Pancasila (State philosophy), mutual self-help, nution, clothing, housing, and home economics, education and training, health (integrated health posts - POSYANDU), cooperative, environment domestic planning
Non-Gov. Organizations	Grassroots voluntary organizations	Initiates programmes to ennance the status and role of women, implements some government programmes at the community level	Vatious activities concerned specifically with, women's rights, women's welfare, women's status in the family and society and the empowerment of women at all levels

Table 5

Development of mandate on women in the five-year development plans (REPELITA): policies and measures, 1978-1984

REPELITA III 1978	REPELITA IV 1984/1989	REPELITA V 1989/1994	REPELITA VI 1994/1999
To improve and expand the role of women as housewives in creating healthy and prosperous families	To improve the basic education and skills of women in rural areas, primarily through non-formal education	To formulate plans and implement multi-sectoral programmes to enhance the status and role of women in a more coordinated and cross-sectoral way at both the central and regional levels	To increase the quality of women as human resources in development through formal and informal education /training las well as the provision of healthservices institutions to the remote areas
To improve and expand the role of women as members of the labour force through the expansion of work opportunities in various fields of development	To improve qualitatively and quantitatively the Family Welfare Programme	To formulate specific women's programmes to close the gaps and disparities between men and women in various fields as well as to formulate prorammes to integrate women and women's concerns and aspirations into mainstream development programmes	To increase the quality and protection of women workers within the country and aversean nanely in health an a safety protection, wages corees development, and social schedules
To speed up the increase and expansion of the role of women in various fields of development through educational and skil improvements	To conduct appropriate information and guidance through moder and traditional mass media to change the image of women and public attitudes toward women	To increase advocacy to assist women to organize self-sustaining women's groups, primarily for the low income groups in rural and urban areas aged between 15 - 29 years and female household heads	To promote the multi roles of women both in the famely and community namly through famely welfare movement family planning, integrated health services, cooperatives as socio economic problem solvers

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Table 6

Department		Project
Information	Directorate-General Radio, Television and Film Directorate-General Public Information	Broadcasts of Women in Development Information for Rural Women
Trade	Secretary-General	Women in Trade
Agriculture	Education and Information Agency	Women in Agriculture
Tourism, Post and Telecomunication		Women in Tourism
Public Works	Directorate-General Cipta Karya	Women in Public Works
Education and Culture		Women in Development, Jakarta
Health	Directorate-General Community Health Development	Women in Health
Religious Affairs		Women in Development, Jakarta
Manpower	Directorate-General Bina Penta Directorate-General Binawas	Women in the Work-force Protection and Increased Productivity for Women Workers at the Central Level
Social Affairs	Directorate-General Binkesos	Women in Social Welfare
Cooperative	Secretary-General	Women in Cooperative and as Small-scale Entrepreneurs
Transmigration	Directorate-General Randin	Women in Transmigration Settlements
Industry	Directorate-General Small-scale industry	Women in Industry
Home Affairs	Secretary General Directorate-General Village Development	Coordination of Inter-sectoral Programmes Women in Development in Rural Areas
Security and Defense		Women in State Security and Defense
National Family Planning Coordination Board		Early Childhood Development
Forestry	Secretary-General	Women in Forestry
Agency for the Assessment and Application Technology		Women in Science and Technology

Table 7

Mapping out prostitution: high risk of HIV/AIDS
in 27 provinces of Indonesia, 1994-1995

No.	Provinces	Number of Prostitutes
1.	Jakarta/capital	9.000
2.	West Java	1.351
3.	Central Java	8.842
4.	Yogyakarta	1.307
5.	East Java	14.190
6.	Aceh	149
7.	North Sumatera	4.250
8.	West Sumatera	132
9.	Riau	4.277
10.	Jambi	494
11.	South Sumatera	7.728
12.	Lampung	3.513
13.	West Kalimantan	1.656
14.	Central Kalimantan	1.088
15.	South Kalimantan	826
16.	Easth Sulawesi	4.449
17.	North Sulawesi	1.106
18.	Central Sulawesi	400
19.	South Sulawesi	621
20.	South Easth Sulawesi	435
21.	Maluku	987
22.	Bali	849
23.	West Nusa Tenggara	758
24.	East Nusa Tenggara	290
25.	Irian Jaya	1.074
26.	Bengkulu	375
27.	East Timur	534
	Total :	70.684

Source : 1994, Central Bureau of Statistics

Table 8

Women Members of the
People's Consultative Assembly (MPR) and
the Parliamentary Body (DPR)

BODY	WOMEN MEMBRSHIP				
	1971	1977	1982	1987	1992
The Peoples Consultative Body	51=5.5 %	56=6.3 %	69=7.5 %	104=10.4 %	108=10.8%
Parliament	31=6.3 %	37=8 %	42=9.1 %	57=11.4 %	63=12.6%

Table 9

Members of the
Board of Political Parties by Sex in 1990

Name of Political Parties	Members			Women Percentage
	Male	Female	Total	
Partai Persatuan Pembangunan (P3)	16	1	17	5.88%
Indonesia Democratic Party (PDI)	20	20	20	10.00%
Golongan Karya (GOLKAR)	40	5	45	11.11%

Table 10

Members of the
Top Level Institution by Sex in 1990

Name of Institution	Members/Position			Women Percentage
	Male	Female	Total	
Supreme Court	49	7	56	12.5 %
Supreme Advisory Council	37	2	39	5.1 %
Supreme Audit Board	296	6	302	2.0 %

Table 11

Women Ministers in the Cabinet 1945-1993

	YEAR					
	1945-1950	1962-1966	1966-1978	1978-1983	1983-1993	1993
Total	4	4	0	:	2	2

Table 12

Participation and proportion of fmale Civil Servants at the lower decision making level, in position, such as Head of Village, is relatively low, as seen below :

Proportion of Head of Village by Sex in 1990

Province	Male	Female	% Women
Aceh	5.637	14	0.25
North Sumatera	5.632	44	0.78
West Sumatera	2.554	45	1.76
Riau	1.241	4	0.32
Jambi	1.107	5	0.45
South Sumatera	2.640	42	1.59
Bengkulu	1.099	16	1.46
Lampung	1.915	30	1.57
DKI Jakarta	260	2	0.80
West Java	6.996	96	1.37
Yogyakarta	434	4	0.92
Central Java	8.205	260	3.17
East Java	8.180	195	2.38
West Kalimantan	4.783	18	0.38
Central Kalimantan	1.131	8	0.71
South Kalimantan	2.424	15	0.62
East Kalimantan	1.163	4	0.43
North Sulawesi	1.347	41	3.04
Central Sulawesi	1.348	8	0.59
South Sulawesi	1.760	28	1.59
South East Sulawesi	799	14	1.75
Bali	608	6	0.99
West Nusa Tenggara	562	5	0.89
East Nusa Tenggara	1.715	9	0.62
Maluku	1.443	5	0.35
Irian Jaya	949	7	0.74
East Timor	439	3	0.68

Source : Central Bureau of Statistics, Popultion Census 1990.
Village Potensial

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Table 13

Percentage of Female Civil Servants by Echelon in 1992

ECHELLON	Number of Civil Servants		Percentage Women	
	1984	1992	1984	1992
I A	213	230	5.2	5.7
I B	254	301	10.6	15.0
II A	1.354	1.625	3.9	5.2
II B	906	1.605	4.1	5.0
III A	6.121	8.313	6.2	7.0
III B	6.484	6.578	5.2	6.5
IV A	36.484	41.762	10.0	11.6
IV B	14.349	18.290	8.4	10.3
V A	60.110	70.478	9.1	11.9
V B	76.401	54.831	14.9	17.0
TOTAL	203.142	204.013		

Source : BANK 1992

Table 14

Percentage of population of school age enrolled at any level of schooling by sex, 1980 and 1992

School age population	Male			Female		
	1990	1992		1990	1992	
		Urban	Rural		Urban	Rural
Primary : 7 - 12 years	84	96	88	83	96	92
Junior secondary : 13 - 15 years	65	87	91	56	82	60
Senior secondary : 16 - 18 years	39	67	32	24	59	28
Tertiary : 19 - 24 years	12	25	7	5	18	4

Source : Central Bureau of Statistics, 1980 Population Census, Series S, No. 2, Table 19.3
Central Bureau of Statistics, 1992 Indikator Sosial, Maluku, Table 4.4, p. 85

Table 15

Level of women's educational attainment, age 10 and above: 1986 and 1994

Level of Schooling	1986		1994	
	Male	Female	Male	Female
No Schooling	10.7	21.7	6.7	14.4
Incomplete primary school	33.7	34.8	26.9	28.4
Complete primary	33.5	29.2	35.5	34.1
Junior High School	11.6	8.6	14.1	12.0
Senior High School	9.3	5.3	14.2	10.0
Diploma/Academy	0.8	0.4	1.3	0.9
University	0.5	0.1	1.2	0.6

Source: Central Bureau of Statistics, Labour Force Situation, vols. 1.8 and 1.9.

Table 16

Labour force participation rate by age and sex, 1986 and 1994

Age Group	Male		Female	
	1986	1994	1986	1994e
10 - 14	14.2	10.5	11.5	7.9
15 - 19	46.6	47.8	36.3	37.07
20 - 24	79.9	81.5	49.7	51.19
25 - 29	95.5	94.6	53.6	53.13
30 - 34	98.3	97.8	57.1	56.71
35 - 39	98.8	98.3	60.1	60.0
40 - 44	98.4	98.3	63.2	60.03
45 - 49	97.4	97.5	63.4	60.05
50 - 54	95.3	94.0	58.7	75.6
55 - 59	87.2	88.3	53.8	53.9
60 - 64	77.3	78.8	43.8	42.7
65 +	55.3	55.4	22.9	24.5
T O T A L	70.5	72.0	44.5	44.5

Source: Central Bureau of Statistics, Labour Force Bulletin, 1986-1994.

Table 17

Employed population by employment status and formal/informal sector, 1986 and 1994 (as defined in Indonesia Statistics)

Employmen Status	Male		Female		Change (5%)	
	1990	1992	1990	1992	Male	Female
INFORMAL SECTOR						
Self-employed	24	22	18	18	-2	
Self-employed Assited by temporary help/family worker	30	29	12	14	-1	+2
Unpaid family worker	16	11	50	41	-5	-9
Total informal sector	70	62	80	73	-8	-6
FORMAL SECTOR						
Employer	.85	1.3	.33	.43	+45	+.09
Employee	30	37	20	26	+ 7	+ 6
Total formal sector	31	38	20	26	+ 8	+ 6
TOTAL	100	100	100	100		

Source : Labour Force Situation 1986 and 1994

Table 18

Labour force by occupation and sex 1980, 1990 and 1994

Occupation	Male			Female			Percentage female		
	1980	1990	1994	1980	1990	1994	1980	1990	1994
Professional, technical and related workers	3	3	3	3	4	4	37	43	44
Administrative and managerial workers	-	-	-	-	-	-	10	11	26
Clerical workers	4	6	6	1	3	3	13	21	26
Sales workers	10	11	13	19	19	23	48	48	52
Services workers	3	3	3	7	7	6	51	51	52
Farmers and agricultural workers	57	50	46	54	49	47	32	32	40
Production, transport and related workers	21	25	29	15	16	16	26	26	28
TOTAL	100	100	100	100	100	100	33	36	39

Source : Central Bureau of Statistics, Population Censuses 1980 and 1990, Series S2

Table 19

Average monthly income by educational attainment and sex: 1986 and 1990

Highest educational attainment	Male (Rp per month)		Female (Rp per month)		Female/Male Ratio		Index (less than primary = 100)			
							Male		Female	
	1986	1991	1986	1991	1986	1991	1986	1991	1986	1991
Less than primary	44.657	70.842	22.740	35.734	51	49	100	100	100	100
Primary completed	58.361	86.435	29.638	47.381	51	50	131	122	130	132
Lower secondary	82.652	124.448	50.743	85.810	61	53	185	175	223	240
Upper secondary	103.850	151.830	71.648	118.788	69	74	233	214	315	332
Tertiary	167.064	444.735	117.762	338.269	70	68	374	6227	518	949

Source : Biro Pusat Statistik, Indikator Sosial Wanita Indonesia, 1991 Table 3.1.1 and 3.1.2
Biro Pusat Statistik, Indikator Sosial Wanita Indonesia, 1993 Table 3.3

Table 20

Labour force participation rate by age and sex: 1983 to 1994

Year	Total Migrants	Males For 100 Females	Migrants in Middle Eastern Countries and Africa	
			Percentage	Percentage Female
1983-1984	29,291	141	66	n.a
1984-1985	46,014	79	79	n.a
1985-1986	54,297	44	84	n.a
1986-1987	68,360	61	66	n.a
1987-1988	61,092	35	81	n.a
1988-1989	61,419	29	82	n.a
1989-1990	84,074	35	72	88
1990-1991	86,274	73	48	88
1991-1992	149,782	48	60	86
1992-1993	129,842	54	56	88
1993-1994	94,820	40	61	90

Source : Data Pusat AKAN, Nov 1993

Table 21

Some indicators of health status by sex: 1980, 1990 and 1993

Indicator	Males			Females		
	1980	1990	1993	1980	1990	1993
Infant mortality rate per thousand live births	117	71	65	98	58	522
Expectation of life at birth (years)	51	60	60	54	63	64
Maternal mortality					45 per 10.000 births	

Source : Ministry of Health Facts and Figures on Health, 1994

Table 22

Reproductive health indicators

Indicator	Males		Females	
	1980	1992	1980	1992
MARRIAGE AND FERTILIE				
Age first marriage, Urban		27	21.8	24
Children ever born			5.48	4.98
Female Contracceptive Prevalence				1985 2)
Ever used but not now using			4	5
Current users			26	39
Never used			70	56
Type of assistance at birth			1995 3)	1993 4)
Doctor			3	6
Trained nurse/midwife			26	34
Traditional birth attendant			63	57
Relative/other			8	3
Tetanus toxoid immunization for birts in last			1986	1993 5)
Doctor			39.3	64.1

Source : Population Censuses 1980 and 1990: 1 Indicator Social Women, 2 National Social Economy Survey; 3 Intercensal Survey (SUPAS) 1985; 4 National Social Economy; 5 Indonesian Demographic and Health Survey, 1991

Table 23

Percentage of female heads of household, 1971-1985

Year	Urban	Rural	Total
1971	14,1	16,7	16,3
1981	13,5	14,4	14,2
1985	13,5	13,0	13,1

Source : cited from Danti, Sri (1996). Indonesian Domestic Workers Working Canditions in Saudi Arabia - A Newspaper Analysis. University of Adelaide, South Australia, P.52

Table 24

Employment status of the agricultural labour force by sex, 1980 and 1990 (percentage)

Employment status	1980		1990		Change	
	Male	Female	Male	Female	Male	Female
Self-employed	28	14	20	8	-16	-15
Self-employed assisted by household member or casual labour	37	27	44	19	+40	-2
Self-employed with permanent labour	1	1	2	1	+94	+108
Employee	16	17	16	14	+16	+11
Unpaid family worker	18	41	18	58	+23	+90
	100	100	100	100		

Source : Central Bureau of Statistics, Population Censuses 1980 and 1990, Series S2.

Table 25

Women's participation in credit programmes and institutions 1988

Programme/Instituion	Percentage of loans to Women	Average amount of loan (Rp)	Collateral required	Efefective monthly rate of interest (per cent)	Level of operation	Sources
Pawn shop	80	5,000	Yes	3.0 - 4.0	Regency	Observation of one government pawnshop, East Java. Ministry of Finance
District Credit Body	80	55,000	No	2.0 - 4.8	District/ Village	Goldmark and Rosegard. Credit to Indonesia Entrepreneurs, Washington D.C. Development Alternatives, 1983), BKK records
Enterprise Credit (Kredit Usaha - KURK)	57	n.a.	No	3.3	Village	Dirk van Hook, KURK and Madura Evaluation, 1984, KURK/BPD Jawa Timur records
Bank Pasar, Denpasar	29	736,000	Yes	2.5 - 3.0	Provincial city	Limited sample from Bank Pasar Books
KUPEDES (BRI Unit Desa)	25 loans to women 75 consignees women	330,000	Yes	1.7 - 2.6	District	CPIS, Jakarta
KIK/KMKP (state and private banns)	223 (transport 31, other services 31)	5,000	Yes	3.0 - 4.0	Regency	CPMU, Econoic impact of KIK/KMKP (SEDP I and II), Jakarta, Bank Indonesia, 1986

1 Largely urban clientele 2 Mostly urban lending

Source : Indonesia, Rural Credit Sector Review, Annex 5, Table 1, World Bank, 1988.

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REPELITA III 1978	REPELITA IV 1984/1989	REPELITA V 1989/1994	REPELITA VI 1994/1999
To encourage a socio-cultural climate conducive to the participation of women in development	To increase women's knowledge and participation in the fields of health, health education for mothers and children, sanitation and nutrition for the family	To enhance the awareness as well as the support of the family, the community and particularly of men, in order to enable women to execute their multiple roles harmoniously	To enhance socio-cultural commitment conducive to the advancement of women through the harmonious gender partnership concept through formal and informal education and training, and mass media
To improve and expand the role of women in various fields of development to increase their contribution in building a strong foundation for the Indonesian nation. To grow and develop women's personal strengths towards the achievement of a just and prosperous society	To increase opportunities for women to participate in training courses, workshops, seminars, conferences, institutions and teams in all fields and at all levels at home and abroad.	To promote formal, non-formal and informal education and training as well as extension services for women, either through sectoral activities or through the specific women's programmes. The comprehensive Child Development Programme (BKB), leadership training for women decision-makers in various fields and at various level in the public and private sectors are to be increased	To more strengthen and develop the national mechanism for the advancement of women and women's organization both at national and sub-national level research and appraisal on women's studies also be increased. To gain at achieving gender responsive plan
	To encourage the creation, development and use of time labour-saving household devices, to encourage economic productive activities for the low income group to improve family life and strive for equal employment opportunities for women.	To facilitate the access of women especially in the low income group, to credit through cooperatives, small-scale credit schemes etc.	

REPELITA III 1978	REPELITA IV 1984/1989	REPELITA V 1989/1994	REPELITA VI 1994/1999
-	To enhance women's leadership and increase the number of women holdig decision-making positions in all fields and at all levels and to enhance women's participation in planning at all levels.	To Increase employmen opportunities and employment protection for women workers, as well as to increase their productivity.	
-	To encourage research activities on the status and role of women.	To increase basiic health services for women, especially for pregnant and lactating mothers through the POSYANDU Integrated Health Posts and PUSKESMAS Community Health Centres	
-	To desseminate information on the Marriage Law and monitor its implementation.	To revise regulation to make them more conducive to the enhancement of the status and welfare of women	
-		To promote research and development on the role of women in development, develop monitoring and information system and consolidate institutional cooperation between government and the community.